

2024

Ann Arbor Campus



ANNUAL SECURITY & FIRE SAFETY **REPORT**

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FOREWORD

October 2024

Dear Campus Community Member:

Ensuring a safe campus environment begins with an informed and vigilant community. In accordance with the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act (the Clery Act), the Division of Public Safety & Security (DPSS) publishes the Annual Security and Fire Safety Report (ASFSR). This report provides comprehensive information on campus crime data, highlights the supportive resources, programs and services available to the public, and ensures easy access to policies and procedures designed to enhance safety. Transparency is a key element in our ongoing efforts to foster a safer, more secure campus for all.

This year's report includes Ann Arbor campus information for 2023, 2022, and 2021. As one of the country's largest public universities and healthcare facilities, we continue to work diligently to ensure the safety and security of our campus environment.

At DPSS, we believe that a safer community is achieved through partnerships, engagement, collaboration and communication. With this in mind, we encourage all of our community members to take an active role in the safety of our campus. Whether it's reporting a crime, engaging in our safety training, or simply reading this report to stay in-the-know, we'd like to thank you for your partnership in preventing harm.

Protecting the safety and security of our community is at the heartbeat of all that we do. We are here to help and are available 24 hours a day, 7 days a week, 365 days a year.

For questions regarding this report, please contact us at Clery-Act-Compliance@umich.edu

Sincerely,



Eddie L. Washington, Jr.
Executive Director

QUICK REFERENCE

EMERGENCY SERVICES

Fire, Police, or Medical Emergencies

DIAL 9-1-1



or pick up an emergency blue light campus phone or an emergency phone located in University owned parking structures.

There is no need to dial; simply lifting the receiver or pushing the button alerts **DPSS**.

By dialing 9-1-1 from a University phone, you will be connected with **DPSS**.

By dialing 9-1-1 from a non-University phone, you will be connected with **Washtenaw County Sheriff's Department Metro-Dispatch**.

Scan the QR code to add **DPSS contact info** to your phone



Learn more about DPSS at dpss.umich.edu

Follow us on social media:

  @UMICHPSS

M | DPSS DIVISION OF
PUBLIC SAFETY & SECURITY
UNIVERSITY OF MICHIGAN

SAFETY, SECURITY, MEDICAL

U-M Division of Public Safety & Security (DPSS)

- ☎ Non-Emergency: (734) 763-1131
- ✉ Emergency Text: 377911
- ✉ dpss-safety-security@umich.edu

Ann Arbor Fire Department

- ☎ Non-Emergency: (734) 794-6978
- ✉ fire@a2gov.org

Ann Arbor Police Department

- ☎ Phones:
 - Non-Emergency: (734) 994-2911
 - Police Desk: (734) 794-6920
 - Police Tip Line: (734) 794-6939
 - Neighborhood Watch & Crime Prevention: (734) 794-6000, x 49528
- ✉ police@a2gov.org

Huron Valley Ambulance

- ☎ Phones:
 - Dispatch: (734) 971-4420
 - Dispatch 2: (734) 712-3000

University of Michigan Hospital

- ☎ Phones:
 - Main: (734) 936-4000
 - Emergency Department: (734) 936-6666

U-M Department of Environment, Health & Safety (EHS)

- ☎ Office: (734) 647-1143
- ✉ ehsanswers@umich.edu

For after hours emergencies, contact U-M DPSS

COUNSELING

Counseling & Psychological Services

☎ For students: (734) 764-8312

✉ caps-uofm@umich.edu

Domestic Violence Project/SafeHouse Center

☎ Phones:

- Office: (734) 973-0242
- Help Line: (734) 995-5444

✉ info@safehousecenter.org

Michigan Medicine Employee Assistance Program (EAP)

☎ Office: (734) 763-5409

✉ counseling@med.umich.edu

Faculty & Staff Counseling & Consultation Office (FASCCO)

☎ Office: (734) 936-8660

✉ fascoco@umich.edu

National Domestic Violence Hotline

☎ Phones:

- Hotline: (800) 799-7233
- TDD: (800) 787-3224

☎ Text BEGIN to 88788

National Sexual Assault Hotline

☎ Hotline: (800) 656-4673

☎ Online chat: hotline.rainn.org/online

Office of the Ombuds

☎ For Students: (734) 763-3545

✉ umstudentombuds@umich.edu

Sexual Assault Prevention & Awareness Center (SAPAC)

☎ Phones:

- Crisis Line: (734) 936-3333
- Office: (734) 764-7771

✉ SAPAC@umich.edu

SOS Community Services Administrative Office

☎ Office: (734) 485-8730

✉ info@soscs.org

Spectrum Center

☎ Office: (734) 763-4186

✉ spectrumcenter@umich.edu

HEALTH, MENTAL HEALTH, SUBSTANCE ABUSE

Alcohol & Drug Information

☎ Hotline: (800) 729-6686

☎ Text 988

University Health Service Information, Appointments & Advice

☎ Office: (734) 764-8320

✉ ContactUHS@med.umich.edu

Alcohol & Other Drug Info

☎ Office: (734) 763-1320

✉ ContactUHS@med.umich.edu

National Center on Drug Abuse Hotline

☎ Hotline: (800) 662-HELP

☎ Text 988

University of Michigan Hospital Psychiatric Emergency Hotline

☎ Crisis phone service: (734) 996-4747

☎ Text 988

U-M Addiction Treatment Services

☎ Phones:

- Office: (734) 764-0231
- Toll Free: 1-800-525-5188

MHealthy Alcohol Management Program

☎ Office: (734) 998-2017

✉ mhealthyalcoholmgmt@med.umich.edu

ABOUT THE ANNUAL SECURITY & FIRE SAFETY REPORT

This Annual Security and Fire Safety Report (ASFSR) is a safety, security, and emergency resource for the University of Michigan community, compiled and published by DPSS.

The purpose of this report is to inform current and potential university community members about campus crime data, support victims of violence, and publicly outline the policies and procedures in place to improve campus safety.

In compliance with Clery Act requirements, this report provides campus crime statistics for the past three calendar years, along with detailed information on efforts to enhance campus safety. It also outlines key policies on crime reporting, facility security and access, law enforcement authority, substance use, and the prevention and response to sexual assault, domestic or dating violence, and stalking. The Fire Safety Report contains the university housing fire safety protocols and fire statistics for the previous three calendar years.

In addition, this report provides useful information and references for issues relating to campus safety. It is organized into the following major sections:

- **Quick Reference:** Emergency services and contact information for university and other community services
- **Crime Statistics:** Crimes reported on and near campus in the past three years
- **Campus Safety:** Risk reduction techniques and services available on and off-campus
- **Annual Fire Safety Report:** Fire statistics for on-campus student housing facilities for the past three years, a description of fire safety systems in each housing facility, and additional fire safety information
- **Safety & Health-Related Resources, Counseling and Support Services, & University Programs:** Police agencies, on-campus support services, off-campus support services, and university programs that address issues of safety, health,

mental health, discrimination, and conflict resolution.

DPSS prepares this report to comply with the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act. The report is compiled by the Clery Act Compliance Manager, with contributions from a university-wide multidisciplinary team. This team includes the Director of the Office of Student Conflict Resolution (OSCR), the Director of Gender Equity & Title IX Coordinator, the University Fire Marshal & Manager of Fire Safety Services, the Director and Manager of the Prevention and High-Risk Planning Department, the Associate Director of the Sexual Assault Prevention and Awareness Center (SAPAC), the Director of the Prevention, Education, Assistance, and Resources Department (PEAR), and staff from Human Resources, the Dean of Students Office (DOS), and University Housing.

Data for this report is compiled by the Clery Act compliance manager, reviewed by the Deputy Chief of Police, and includes information from DPSS and university partners. Information is also provided by the Ann Arbor Police Department, Michigan State Police, Washtenaw County Sheriff's Department, and other law enforcement agencies surrounding the Ann Arbor campus. This also includes off-campus property with police jurisdiction where students travel and other U-M properties (off-campus property owned, or controlled) in Michigan, such as Detroit, Belleville, Pellston, Pinckney, Dexter, and Sault Ste. Marie. U-M also has property in Jackson, Wyoming and Los Angeles, California where students and employees may travel to, to learn and take classes.

Each year, an email notification is sent to all enrolled students, faculty, and staff that provides the website address to access this annual report.

Paper copies of this report may be obtained at the U-M Police Department at 1239 Kipke Dr., or by calling (734) 763-3434.

CLERY ACT

The **Jeanne Clery Disclosure of Campus Security Policy & Campus Crime Statistics Act 20 U.S.C. § 1092(f)**, as amended (the Clery Act), and its implementing regulations at 34 C.F.R. 668.46 (the Clery Regulations) is the landmark federal law that requires colleges and universities across the United States to disclose information about crime on and around their campuses. It requires universities to provide students, faculty, and staff with information on its security policies and procedures and specific statistics for certain criminal incidents, arrests, and disciplinary referrals. The university is also required to make this information available to prospective students and employees upon request.

Since the law is tied to participation in federal student financial aid programs, it applies to both public and private institutions of higher education and is enforced by the U.S. Department of Education.

The Clery Act is named in memory of 19-year-old Jeanne Ann Clery, a Lehigh University first-year student who was sexually assaulted and murdered while asleep in her residence hall room on April 5, 1986. Jeanne's parents discovered that students hadn't been told about 38 violent crimes on their daughter's campus in the three years before her murder. They joined other campus crime victims and persuaded Congress to enact this law, which was originally known as the "Crime Awareness and Campus Security Act of 1990." There have been numerous amendments since that have been added as provisions to protect crime victims.

Violence Against Women Act (VAWA) Reauthorization 2013 and 2022

In 2013, several changes were made to the Clery Act, such as the inclusion of the [Violence Against Women Act \(VAWA\)](#). Other changes include adding hate crime reporting for gender identity and separating ethnicity and national origin into different categories. The university complies with the requirements of the VAWA, including the Campus SaVE Act (enhanced rights, sets

standards for disciplinary proceedings, and requires campus-wide prevention education programs), and as such, includes statistics for the reported offenses of domestic violence, dating violence, and stalking in the Annual Security and Fire Safety Report and the Annual Crime Survey.

In 2022, Congress amended this provision to recognize "special Tribal criminal jurisdiction" (STCJ) over an expanded list of "covered crimes" that includes, in addition to the VAWA 2013 crimes, assault of Tribal justice personnel, child violence, obstruction of justice, sexual violence, sex trafficking, and stalking. This expanded recognition of Tribal sovereignty was enacted by the Violence Against Women Act Reauthorization Act of 2022 (VAWA 2022), signed into law by President Biden on March 15, 2022. VAWA 2022 also specifically refers to participating Tribes as including those in the state of Maine and establishes a pilot program under which the Attorney General is to designate up to five Alaska Tribes per calendar year as participating Tribes to exercise STCJ over all persons present in the Tribe's Village.

Under the Clery Act, a crime is "reported" when it is brought to the attention of a campus security authority (CSA) or local law enforcement personnel by a victim, witness, other third party, or even the offender. If a campus security authority receives a report, they must include it as a crime report using the procedures established by the university. It doesn't matter whether the individual bringing the crime to a CSA's attention is involved in the crime, reporting the crime, or is associated with the institution.

Statistics are also gathered through reports to DPSS. DPSS also requests crime statistics from state and local law enforcement agencies that may have jurisdiction over property that is owned or controlled by the university. DPSS collaborates with various offices throughout the university in compiling crime, arrest, and referral statistics to ensure statistics are not missed or double-counted. Crimes are classified

using the FBI Uniformed Crime Reporting Handbook, except for sex offenses, which are defined by the National Incident-Based Reporting System (NIBRS) Handbook. The State of Michigan law is used to define drug, liquor, and weapons law violations, as well as incidents of domestic violence.

U-M STANDARD PRACTICE GUIDELINE (SPG) CLERY ACT COMPLIANCE 601.91

The University of Michigan, comprised of the Ann Arbor campus, the University of Michigan-Dearborn, the University of Michigan-Flint, and Michigan Medicine (collectively the university), is committed to creating and maintaining a safe campus community that is free from violence. It is the policy of the university to comply with the Clery Act, which is a federal law that requires Title IV federally subsidized institutions of higher education to disclose certain crime, fire, and safety information in publicly available documents.

In accordance with the Clery Act and Clery Regulations, the university strives to provide students, faculty, and staff with access to accurate and timely information about Clery Act crimes reported to have occurred in the University’s Clery Act geography; access to university-wide security and safety policies and related local campus procedures; and a process for victims and witnesses that maintains confidentiality to the extent university policy and applicable federal, state, or local law allow. The university is committed to protecting the privacy of individuals involved in the reporting, investigation, and resolution of incidents of crime.

Mandatory Clery Act Compliance CSA Training for U-M Community

Our Clery Act Training can be completed by all U-M community members designated as a campus security authority (CSA). All DPSS employees are designated as CSAs and are required to complete the training annually.

Additional information on the SPG can be found here [Clery Act Compliance SPG 601.91](#).

CRIME STATISTICS

How Crime Statistics are Gathered

Campus crime, arrest, and referral statistics include those incidents reported to DPSS, other law enforcement agencies, and designated campus officials considered to be CSAs. These incident reports are also reviewed by the DPSS Clery Act compliance manager and DPSS team members for consideration of timely warning publications.

The crime classifications and geographical references in the statistical chart on page 12 cover those required to be disclosed by the Clery Act. See pages 20-21 for a map.

The charts on this page are provided as additional information regarding crime reports on campus. This information is not required by the Clery Act but is deemed helpful to our campus community. The larceny statistics are provided by DPSS. The chart of incidents managed by U-M’s Sexual Assault Prevention and Awareness Center (SAPAC) represents all incidents reported to SAPAC during the year, including incidents on and off campus, not part of our campus community, out of state, as well as incidents that occurred during the reporting year or in previous years.

Reports to SAPAC

Category	2021	2022	2023
Sexual Assault	131	145	130
Intimate Partner Violence	42	35	25
Stalking	34	53	24
Sexual Harassment	11	40	39
Unknown Incident	12	10	15
Possible Sexual Assault	6	0	0
Possible Intimate Partner Violence	2	0	0
Total:	238	283	233

Larcenies On Campus

Offense	2021	2022	2023
Theft from a Building	144	211	262
Theft from a Motor Vehicle	16	32	46
Theft of Motor Vehicle Parts or Accessories	102	36	8
All other Larcenies	16	155	137
Total:	278	434	453

ANDERSON STATISTICS

In July 2018, the University received allegations of sexual misconduct on the part of a former University physician, Robert E. Anderson, who died in 2008. U-M referred the matter to law enforcement for review, and in February 2019, the Washtenaw County Prosecutor's Office determined it would not file criminal charges in light of Anderson's death ten years earlier. Immediately upon receipt of the Prosecutor's Office's determination, U-M announced that it had commissioned an independent investigation of the allegations. In May 2021, U-M and its Regents received the investigation report at the same time it was released to the public in the interest of transparency.

The Clery Act requires schools to disclose in their annual security reports crime statistics for the three-year period immediately preceding the year in which a report is published. Clery requires that each year's statistics be calculated based on the year in which an alleged incident is reported to an institution, rather than the year in which the incident allegedly occurred. Therefore, incidents that were reported to the University during 2021, 2022, and 2023 are included in this annual report, irrespective of the year in which they were alleged to have occurred.

As discussed on pages 8-16 and 41-47 of this ASFSR, Clery Act statistics requirements apply to reports of certain types of alleged crimes reported to have occurred in specific geographic locations. All Anderson-related data included in this report is based on information available to the University immediately prior to publication and has been evaluated for in-

clusion based on the type of conduct alleged and the location in which it was alleged to have occurred. Some of the statistics relate to factually detailed reports that allowed the University to easily determine the nature of the crime alleged and the location in which the crime was reported to have occurred. In other cases, it is not clear whether the complaint of misconduct was criminal in nature or where the alleged misconduct occurred. Much of the information the University received related to Anderson was provided through anonymous reporting platforms.

The result of the University's counting and reporting as described above is that U-M's 2023 ASFSR containing statistics for 2022 shows a significant decline in the number of incidents of rape and fondling directly attributable to the Anderson allegations between 2020 and 2022. It is important to note that the University also received reports about Anderson that included conduct that did not meet the definition of a Clery Act crime. Because those allegations did not reflect crimes meeting Clery Act definitions, they are not included in the University's statistics. The University's approach in that regard should not be construed as its assignment of any hierarchy of seriousness to reported concerns that fall outside the statistical purview of the Clery Act. The University recognizes that federally required statistics do not in any way represent specific individual experiences.

The statistics contained in this year's report reflect the most current data provided to U-M. The University continues to analyze information related to Anderson as it is received. As a result, it is possible that U-M may learn new information that could cause these figures to increase, decrease, or be reclassified in accordance with federal law. Should such modifications occur, U-M will publish updated statistics to keep the campus community informed.

DEFINITIONS FOR THE CLERY ACT STATISTICS CHARTS

Under the Clery Act, for the purposes of counting and disclosing criminal offenses, hate crimes, arrests, and disciplinary referrals, statistics are based on definitions provided by the Federal Bureau of Investigation's (FBI's) Uniform Crime Reporting (UCR) Program. The definitions for aggravated assault, arson, burglary,

drug abuse violations, liquor law violations, motor vehicle theft, murder, rape, robbery, and weapons law violations are from the *Summary Reporting System (SRS) User Manual* from the FBI's UCR program. The definitions of fondling, incest, and statutory rape are from the FBI's National Incident-Based Reporting System (NIBRS) *Data Collection Guidelines* edition of the UCR. Hate Crimes are classified according to the FBI's *Uniform Crime Reporting Hate Crime Data Collection Guidelines and Training Manual*. Although the law states that institutions must use the UCR Program definitions, Clery Act crime reporting does not have to meet all the other UCR program standards.

CRIMES

Aggravated Assault - An unlawful attack by one person upon another for the purposes of inflicting severe or aggravated bodily injury. This type of assault is usually accompanied by the use of a weapon or means likely to produce death or great bodily harm.

Arson - Willful or malicious burning or attempt to burn with or without intent to defraud a dwelling house, public building, motor vehicle or aircraft, personal property of another, etc.

Bias Crime - See Hate Crime

Burglary - The unlawful entry of a structure to commit a felony or a theft.

Dating Violence - Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be determined based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. For the purposes of this definition, dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse. Dating violence does not include acts covered under the definition of domestic violence. Any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

Domestic Violence - A felony or misdemeanor crime of violence committed by a current or former spouse or intimate partner of the victim; a person with whom

the victim shares a child in common; a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner; a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

Drug Abuse Violations - Violations of state and local laws relating to the unlawful possession, sale, use, growing, manufacturing, and making of narcotic drugs. The relevant substances include: opium or cocaine and their derivatives (morphine, heroin, codeine); marijuana; synthetic narcotics (demerol, methadones); and dangerous non-narcotic drugs (barbiturates, benzedrine).

Hate Crime (Hate/Bias Incidents) - Any criminal offense (murder, assault (simple assault), aggravated assault, intimidation, destruction of property, robbery, burglary, larceny, sexual assault, stalking, burglary, arson, and motor vehicle theft) that manifests evidence that the victim was intentionally selected because of the perpetrator's bias against the victim. Bias categories under the Clery Act involve the victim's actual or perceived: race, religion, sexual orientation, gender, gender identity, ethnicity, national origin, and disability.

Larceny - The unlawful taking, carrying, leading, or riding away of property from the possession, or constructive possession, of another person.

Liquor Law Violations - The violation of laws or ordinances prohibiting: the manufacture, sale, transporting, furnishing, possessing of intoxicating liquor; maintaining unlawful drinking places; bootlegging; operating a still; furnishing liquor to a minor or intemperate person; using a vehicle for illegal transportation of liquor; drinking on a train or public conveyance; and all attempts to commit any of the aforementioned. (Drunkenness and driving under the influence are not included in this definition.)

Manslaughter by Negligence - The killing of another person through gross negligence.

Motor Vehicle Theft - The theft of a motor vehicle. Note: A "motor vehicle" is a self-propelled vehicle

that runs on the surface of the land and not on rails, and which includes automobiles, buses, recreational vehicles, trucks, motorcycles, motor scooters, trail bikes, mopeds, snowmobiles, and golf carts.

Murder and Non-negligent Manslaughter - The willful (non-negligent) killing of one human being by another.

Robbery - The taking, or attempting to take, anything of value from the care, custody, or control of a person or persons by force or threat of force or violence and/or by putting the victim in fear.

Sexual Assault - An offense that meets the definition of rape, fondling, incest, or statutory rape as used in the FBI's UCR program.

Sex Offenses - Any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent.

- **Rape** - The penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.
- **Fondling** - The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.
- **Incest** - Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- **Statutory Rape** - Sexual intercourse with a person who is under the statutory age of consent.

Stalking - Engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for the person's safety or the safety of others or suffer substantial emotional distress.

For the purpose of this definition:

- Course of conduct means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person or interferes with a person's property.

- Reasonable person means a reasonable person under similar circumstances and with similar identities to the victim.
- Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.
- Any incident meeting this definition is considered a crime for the purposes of Clery Act Reporting.

Weapon Law Violations - the violation of laws or ordinances dealing with weapon offenses, regulatory in nature, such as manufacture, sale, or possession of deadly weapons; carrying deadly weapons, concealed or openly; furnishing deadly weapons to minors; aliens possessing deadly weapons; and all attempts to commit any of the aforementioned.

Unfounded Crimes - before a crime is classified as "unfounded", it is fully investigated by DPSS, Police Department officers and investigators and found to be false or baseless, meaning that the crime did not occur or was never attempted. Arrests and Disciplinary Referrals cannot be unfounded.

CLERY ACT GEOGRAPHY

On-campus property is defined as any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to, the institution's educational purposes, including residence halls; and any building or property that is within or reasonably contiguous to above that is owned by the institution but controlled by another person, frequently used by students, and supports institutional purposes (such as a food or other retail vendor). For the purposes of this report, university housing facilities are recorded in the category of on-campus as well as residential facilities.

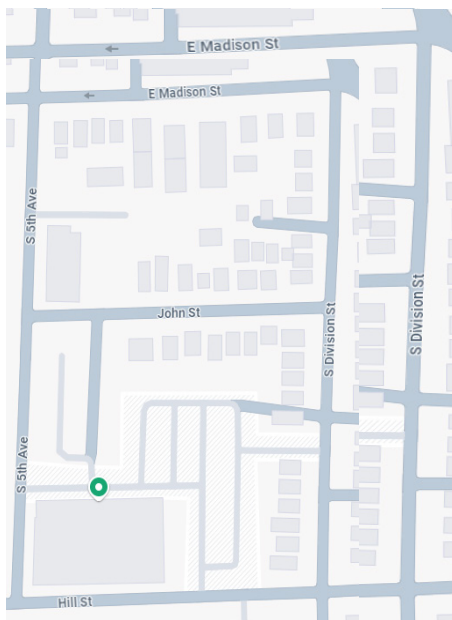
On-campus residence hall is defined as any student housing facility that is owned or controlled by the institution or is located on property that is owned or controlled by the institution and is within the reasonably contiguous geographic area that makes up the campus. "On-campus residence hall" is a subcategory of "On-campus property" and data in this area is also counted in "On-campus property."

Public property is defined as all public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus, or immediately adjacent to and accessible from campus.

Non-campus property is defined as any building or property owned or controlled by a student organization that is officially recognized by the institution; or any building or property that is owned or controlled by an institution that is used in direct support of, or in relation to, the institution's educational purposes, is frequently used by students and is not within the same reasonably contiguous geographic area of the institution.

Additional Information on "On Campus, Residence Hall" - during 2023, the University acquired numerous houses and apartment buildings in two square blocks of Ann Arbor (see map below). It is surrounded by South Fifth Avenue, East Madison Street, South Division Street, and Hill Street. This area, for Clery Act purposes, is designated as "On-Campus, Residence Halls" and is considered to be "owned and controlled" by the University. The University of Michigan, Police Department is the primary law enforcement agency for this space.

South Fifth Avenue, Student Housing



CAMPUS SECURITY AUTHORITY

The Clery Act recognizes certain university officials and offices as Campus Security Authorities (CSAs). The act defines these individuals, among other individuals, as an "official" of the institution who has significant responsibility for student and campus activities which includes student housing, student discipline, and campus judicial proceedings. These include but are not limited to:

- University deans, directors, chiefs, and department heads (this includes those in associate and assistant positions)
- Athletics staff such as Athletics Director, Coaches, and Assistant Coaches
- All employees in the Division of Public Safety & Security (DPSS)
- Human Resources
- Equity, Civil Rights and Title IX Office (ECRT)
- Sexual Assault Prevention and Awareness Center staff (SAPAC)
- Student Life
- Monitors
- University Housing
- Librarians
- Advisors to recognized Sponsored Student Organizations (SSOs)

Other U-M employees designated as CSAs are those involved with Children on Campus programs and those interacting with minors in research.

Reports of crimes disclosed to these employees will be reported to the university's Clery Act compliance manager in DPSS to be evaluated for issuance of a timely warning and included in the annual Clery Act crime statistics. Identifying information of the victims and/or survivors will not be published or disclosed.

Some positions, duties, or tasks may not be fully covered in the above descriptions. If you have questions or need assistance defining whether you are a CSA, please contact the Clery Act compliance manager.

CSAs are responsible for immediately reporting crimes and incidents disclosed to them that occur on the U-M campus or affiliated property to DPSS. This information can be reported by calling 9-1-1 for emergencies, (734) 763-1131 for non-emergencies,

or by completing a [CSA report](#).

CSA Mandatory Training

All U-M employees who have been designated as CSAs are required to complete the mandatory CSA training. The training is required to be completed annually and can be located in [MyLINC](#) and is titled “U-M Ann Arbor Clery Act CSA training”.

Once identified as a CSA, an employee will be sent several notifications from MyLINC to complete the CSA training. If the training is not completed, a notification will be sent to the employee's manager reminding them they have an employee who is overdue with training. Annually, the MyLINC training platform will send out reminders to employees letting them know they are coming due or are overdue with their annual requirements. If the training is not completed, a notice will be sent to department leadership.

TITLE IX

Equity, Civil Rights, & Title IX Office (ECRT)

The Equity, Civil Rights, & Title IX Office (ECRT) focuses on care, support, education, and prevention alongside its work responding to reports of possible discrimination, harassment, and sexual or gender-based misconduct. It replaced the Office for Institutional Equity in 2021, reports directly to the university president, and consists of about forty-five positions to assist members of our community.

The office has equity specialists to provide help and care both apart from and throughout the investigation process, and an outcomes coordinator who will track outcomes and ensure follow-up. This will improve the university's investigative practices and provide oversight of sanctionable resolutions.

A department within ECRT called Prevention Education, Assistance, and Resources builds on our leadership in the Sexual Assault Prevention and Awareness Center and provides similarly high-quality and comprehensive prevention education and support for faculty and staff.

Additionally, to further collaborate with our community, we have established a Title IX advisory committee of students, faculty, and staff to provide perspectives

and input on policies, procedures, prevention efforts, and other matters.

INDIVIDUALS WITH REPORTING OBLIGATIONS

All employees are encouraged to share with ECRT details that they receive about sexual and gender-based misconduct. Individuals with Reporting Obligations (IROs) are required to share with ECRT details they receive about sexual and gender-based misconduct within 48 hours of learning of those details. IROs must provide their name, title, and contact information when making their report and can do so by submitting a report at: ecrt.umich.edu/file-a-report/ or by otherwise contacting ECRT as described in the policy.

Sexual and Gender-Based Misconduct that must be reported by IROs include incidents of Sexual and Gender-Based Misconduct (i.e., Sexual Assault, Sexual Exploitation, Sexual Harassment, Gender-Based Harassment, Sex and/or Gender-Based Stalking, Intimate Partner Violence, Sex and Gender-Based Discrimination, Retaliation and Violation of Supportive Measures) and Federal Rule Sexual and Gender-Based Misconduct (i.e., Quid Pro Quo Sexual Harassment, Severe, Pervasive, and Objectively Offensive Sexual Harassment, Sexual Assault, Intimate Partner Violence and Sex/Gender-Based Stalking; as defined by and within the scope of Title IX) (collectively prohibited conduct).

The following represents a complete list of IROs. Any employee holding one or more of the below-identified roles is an IRO for the purposes of all information learned in the scope of their entire University employment.

Administrators

- Board of Regents members
- President
- Executive officers
- Chancellors
- Vice, associate, and assistant executive officer or chancellor roles
- Deans
- Vice, associate, and assistant dean roles
- Department chairs

- Assistant department chairs, graduate chairs, and undergraduate chairs
- Academic and staff supervisors (i.e., employees who have authority to hire, transfer, suspend, layoff, recall, promote, discharge, reward, or discipline other employees)

Student Life

All staff members (including resident advisors, student employees, and any individual, whether an employee or not, who serves as a coach of a club sports team), excluding clerical, custodial, maintenance, and dining employees.

Athletics

All athletics staff members, excluding clerical, custodial, maintenance, and dining employees.

Equity, Civil Rights, & Title IX Office

All ECRT staff, excluding clerical employees, interns, and student staff.

Division of Public Safety & Security

All staff members, excluding administrative support team members.

Other

- All human resource staff members (central, school, college, division, and/or unit) who are responsible for handling employment issues, excluding clerical and transactional employees;
- All faculty and staff members who provide direct oversight of University-related travel abroad experiences for students, including University-sponsored study abroad, research, fieldwork, or internship programs;
- All faculty and staff members who accompany students on University-related travel abroad; or
- Faculty and staff serving as identified advisers to student organizations. For Ann Arbor, this includes faculty and staff serving as identified advisors to Sponsored Student Organizations. For Dearborn, this includes faculty and staff serving as identified advisors to Sponsored Student Organizations and Registered Student Organizations. For Flint, this includes faculty and staff serving as identified advisors to Recognized Student Organizations.

Unless designated as an IRO in another role at the University, staff and faculty members who serve as such advisors are only IROs with respect to concerns they become aware of connected to the student organization they advise.

Members of the Board of Regents, the president, executive, and vice officers and chancellors, deans, department chairs, the athletic director, head coaches, directors, and Title IX coordinators in the Equity, Civil Rights, & Title IX (ECRT) Office and all Student Life staff members responsible for imposing discipline/sanctions/remedies in response to non-academic student misconduct (excluding student staff), including Office of Student Conflict Resolution staff on the Ann Arbor campus; Dean of Students Office staff and assistant director, Community Standards and Ethical Development on the Flint campus; and the dean of students and student conduct advisor on the Dearborn campus are IROs and are also officials with authority to institute corrective measures on behalf of the University. These individuals are required to report all information about prohibited conduct that they receive, regardless of how and when they learned of the information. Accordingly, these individuals are not subject to the reporting exemptions as outlined in section VII(B) of the Policy.

Except as noted above, IROs are not required to report to ECRT when incidents of prohibited conduct are disclosed in the following circumstances:

- At sexual misconduct public awareness events (e.g., Take Back the Night, candlelight vigils, protests, or survivor speak-outs in which participants may disclose incidents of prohibited conduct); or
- During a classroom discussion, in an assignment for class, in discussion outside of class, or as part of a research project directly related to the class; or
- Unless otherwise provided in the Institutional Review Board ("IRB")-approved consent, during a nonminor participant's involvement as a subject in an IRB-approved human subjects research protocol ("IRB Research"), even when such disclosure would otherwise be considered within the scope of the IRO's employment.

Confidential resources and licensed healthcare workers acting in that capacity at University Health Services

and Michigan Medicine are not IROs.

As noted in the last paragraph of the preceding section, these exemptions do not apply to IROs who are also officials with authority.

Information regarding possible failure by an IRO to promptly report to ECRT all details they receive about prohibited conduct will be reviewed by ECRT and other offices, as appropriate, and may result in disciplinary action in accordance with an applicable process.

PREVENTION, EDUCATION, ASSISTANCE & RESOURCES

PEAR (Prevention, Education, Assistance & Resources) is a department within the Equity, Civil Rights, & Title IX Office (ECRT), focusing on providing sexual and gender-based misconduct prevention education for faculty and staff. PEAR was created out of recommendations from the WilmerHale and Guidepost Consulting work to expand training and awareness among faculty and staff. PEAR collaborates with partners across campus, including the Center for Research on Learning and Teaching, Organizational Learning, and the Institute for Research on Women and Gender to create and offer research-based, innovative, and effective sexual and gender-based misconduct and harassment prevention education for faculty and staff. PEAR also works closely with SAPAC (Sexual Assault Prevention and Awareness Center) to ensure consistency across populations (students, faculty, and staff).

The PEAR team was hired in the summer and fall of 2022 and began to offer workshops and consultations across the Ann Arbor campus and Michigan Medicine. The PEAR team offered 15 new training sessions in fall of 2022, with many more offered in the spring of 2023. The PEAR team also provided more than 100 hours of consultation with U-M employees in the Fall of 2022. PEAR's annual report spanning the academic year is available on the PEAR website). Training topics include:

- Introduction to the Sexual and Gender-Based Misconduct (SGBM) Policy
- Understanding responsibilities as an Individual with Reporting Obligations
- Campus confidential resources

- Campus reporting options
- Bystander intervention
- Responding compassionately to disclosures of sexual misconduct
- Healthy relationships and resilient workplaces
- Creating climates resistant to sexual harassment

PEAR and SAPAC plan to create a Prevention Strategic Plan in the academic year 2023-2024.

COORDINATED COMMUNITY RESPONSE TEAM

Coordinated Community Response Team (CCRT)

The CCRT is a collaborative partnership of U-M community members that serve in an advisory capacity to the U-M President to assist in improving policies and practices for addressing campus sexual misconduct. With membership representing students, faculty and staff and other key stakeholders from all three U-M campuses, the CCRT is charged with assessing, planning, and making recommendations to enhance campus prevention and response efforts.

Mission

The mission of the CCRT is to identify the diverse needs of the University of Michigan community with respect to addressing sexual misconduct; to facilitate communication and understanding of campus policies and practices across campus units and community partners; to research and explore best practices in sexual misconduct prevention and intervention; to identify opportunities for improving the University's efforts to prevent and respond to sexual misconduct; and to develop and communicate recommendations to the University President.

CLERY CRIME STATISTICS - 2023, 2022, & 2021

Offense	Year	On Campus Property	*On Campus Residence Halls	Non-Campus Property	Public Property
Murder/Non-negligent	2023	0	0	0	0
	2022	0	0	0	0
	2021	0	0	0	0
Manslaughter by Negligent	2023	0	0	0	0
	2022	0	0	0	0
	2021	0	0	0	0
Rape	2023	**33	16	0	1
	2022	***57	15	0	0
	2021	***199	7	4	0
Fondling	2023	**32	6	0	4
	2022	***65	8	3	2
	2021	****176	3	2	0
Incest	2023	0	0	0	0
	2022	0	0	0	0
	2021	0	0	0	0
Statutory Rape	2023	0	0	0	0
	2022	0	0	0	0
	2021	1	0	0	0
Robbery	2023	1	0	0	2
	2022	2	0	0	0
	2021	2	0	0	0
Aggravated Assault	2023	28	10	0	6
	2022	19	2	0	6
	2021	18	2	2	7
Arson	2023	1	0	0	0
	2022	2	2	0	0
	2021	1	1	0	0
Burglary	2023	14	8	2	0
	2022	14	6	1	0
	2021	5	1	0	0

Offense	Year	On Campus Property	*On Campus Residence Halls	Non-Campus Property	Public Property
Motor Vehicle Theft	2023	27	0	0	2
	2022	10	0	0	4
	2021	4	0	0	0
Liquor Law Arrest/Citation	2023	0	0	0	123
	2022	3	3	0	37
	2021	6	3	0	33
Liquor Law Violation Disciplinary Referral	2023	305	289	0	0
	2022	529	489	0	11
	2021	334	326	3	0
Drug Law Arrest/Citation	2023	0	0	0	1
	2022	3	2	0	1
	2021	4	2	1	1
Drug Law Violation for Disciplinary Referral	2023	33	33	0	0
	2022	37	36	0	0
	2021	33	33	0	0
Weapon Law Arrest	2023	2	0	0	1
	2022	0	0	0	0
	2021	1	0	0	1
Weapon Law Violation for Disciplinary Referral	2023	1	1	0	0
	2022	4	3	0	0
	2021	3	3	0	0
Stalking	2023	39	8	3	0
	2022	59	16	1	1
	2021	27	6	3	1
Domestic Violence	2023	17	7	1	1
	2022	16	5	2	1
	2021	17	3	5	1
Dating Violence	2023	9	2	0	1
	2022	16	7	0	1
	2021	4	4	1	0

*On-Campus Residence Halls is a subcategory of On Campus Property and is included in those statistics.

Robert Anderson

**This number includes all cases reported in 2023 involving Robert Anderson. Of the 33 rape numbers recorded, 2 were Anderson reports. Of the 32 fondling numbers recorded 1 was an Anderson report

*** This number includes all cases reported in 2022 involving Robert Anderson. Of the 57 rape numbers recorded, 28 were Anderson reports. Of the 65 fondling numbers recorded 7 were Anderson reports

**** This number includes all cases reported in 2021 involving Robert Anderson. Of the 199 rape numbers recorded, 182 were Anderson reports. Of the 176 fondling numbers recorded, 147 were Anderson reports.

Unfounded Crimes

- All Unfounded Crimes have been fully investigated by fully commissioned police officers.
- In 2023 there were three reports that were investigated by UMPD and were determined to be unfounded
- In 2022 there were thirteen reports that were investigated by UMPD and were determined to be unfounded
- In 2021 there were five reports that were investigated by UMPD and were determined to be unfounded

Hate Crimes

All hate crimes takes into consideration all crimes, all bias categories, and also all University properties (on-campus, residence halls, non-campus property, and public property).

2023

- On Campus, Intimidation, Anti-Semitic
- On Campus, Harassment, Anti-Black
- On Campus, Intimidation, Anti-Islamic

2022

- On Campus, Intimidation, Anti-Black
- On Campus, Residence Hall, Intimidation, Anti-Black and Anti-Homosexual
- On Campus, Intimidation, Anti-Semitic
- On Campus, Intimidation, Anti-Black
- On Campus, Residence Hall, Malicious Destruction of Property (MDOP), Anti-Black

- On Campus, Intimidation, Anti-Islamic
- On Campus, Malicious Destruction of Property (MDOP) Anti-Asian/Pacific Islander

2021

- On Campus, Intimidation, Anti- Black
- On Campus, Malicious Destruction of Property (MDOP), Anti-Homosexual
- On Campus, Malicious Destruction of Property (MDOP), Anti-Semitic

Medical Center

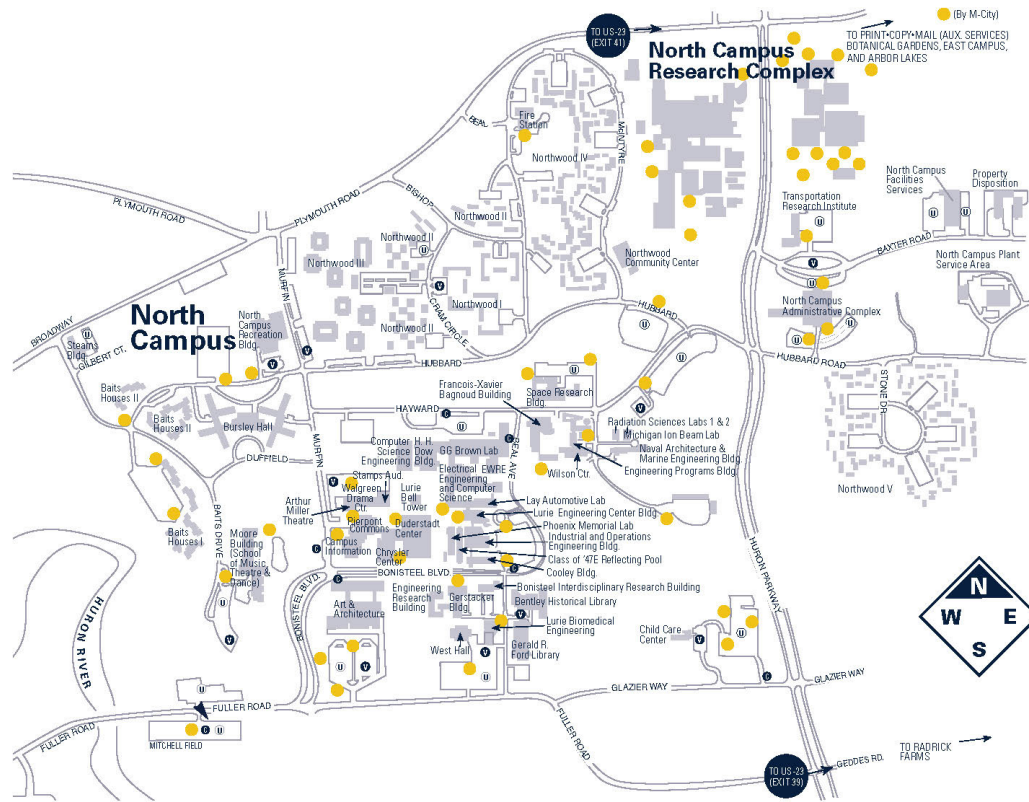
Central Campus

South Campus

KEY

- Location of Emergency Blue Light phone
- V University Visitor Parking
- P Public Parking
- U University Staff Parking
- C Commuter Bus Stops
- ▨ Building Construction

CAMPUS MAP WITH BLUE LIGHT PHONES - NORTH CAMPUS



Buildings and property labeled on this map, except public parking structures, are considered as "on campus" property for Clery-reporting purposes. See page 6 for Clery geography explanations.

KEY	
●	Location of Emergency Blue Light phone
V	University Visitor Parking
P	Public Parking
U	University Staff Parking
C	Commuter Bus Stops
	Building Construction



SAFETY ON CAMPUS

&SAFETY & HEALTH-RELATED RESOURCES

THE DIVISION OF PUBLIC SAFETY & SECURITY

- 📍 1239 Kipke Dr., Ann Arbor, MI 48109-2993
- 📞 (734) 763-1131
- 🌐 dpss.umich.edu

The University of Michigan Division of Public Safety & Security (DPSS) supports the mission of the university as a partner serving to ensure a safe and secure environment while improving the quality of life for all those living, learning, working, healing, and visiting within our community.

DPSS oversees all police and security operations at U-M, offering a truly integrated approach to safety and security, and is on call 24 hours a day, 7 days a week, 365 days a year.

DPSS works to establish and maintain meaningful relationships with community members. Rather than solely reacting to events, DPSS takes a preventive approach to address safety issues.

DPSS officers conduct regular patrols of campus that are intended to prevent, deter, and detect crimes and prevent property loss from crime or other kinds of emergencies. U-M police officers have full arrest and enforcement authority on campus and in Washtenaw County. Every member of DPSS is a CSA.

Contact DPSS

- 📞 Phones:
 - 9-1-1 from any university landline phone
 - (734) 763-1131 from any phone, including a cell phone

Blue light phones

Lift the receiver or press the button on an emergency Blue Light, elevator, or parking lot or structure phone, and other areas of the U-M property.

DPSS Jurisdiction and Patrol Zone

DPSS officers have jurisdiction on all U-M property in the city of Ann Arbor. These properties are designated with blue signs with white lettering and a “block M.” See pages 20 and 21 for maps of “on-campus” properties for the North Campus, North Campus Research Complex, Medical Center Campus, Central Campus, South Campus, Athletic Campus, and Wolverine Tower. These areas and surrounding streets are patrol zones for police officers.

U-M also owns and controls “non-campus” properties in Michigan in Belleville, Brighton, Detroit, Dexter, Falmouth, Fenton, Goodrich, Linden, Milford, Pellston, Pinckney, Saline, Sault Ste. Marie, St. Charles, Stanwood, Wayland, and Ypsilanti. U-M police may respond to these locations for some reports. Not all properties are utilized for academic purposes such as classes, research, or summer camps etc. Local law enforcement agencies respond to all emergencies in these areas and would partner with U-M police for further actions or investigations as necessary.

DPSS Officer Authority

The Division of Public Safety & Security employs different uniformed law enforcement and security professionals all of which have different responsibilities for keeping the campus safe and secure. Below is a breakdown of the different positions and enforcement responsibilities each has.

University of Michigan Police Officers (UMPD)

All Police Officers and police leadership, Sergeants, Lieutenants, Detectives, Deputy Chief, and Chief, are all licensed and fully commissioned police officers in the state of Michigan under Public Act 203 and are licensed under the Michigan Commission on Law Enforcement Standards (MCOLES). Police Officers are also deputized through the Washtenaw County Sheriff’s Department to enforce state, federal, and local laws within Washtenaw County, Michigan. They

have full arrest authority under the state of Michigan requirements and have full police authority on all U-M properties, in the city of Ann Arbor, and within Washtenaw County, Michigan. UMPD is the primary law enforcement agency for all university owned or leased property in Washtenaw County.

Public Act 330 Officers

DPSS has several security professionals who have police authority under Public Act 330, Section 30. (PA330) and are licensed under the Michigan Commission on Law Enforcement Standards (MCOLES). These officers have the authority to arrest those involved in a misdemeanor punishable by more than 92 day imprisonment or felony. These officers must be on the University of Michigan controlled property, on duty, and be in full uniform designated by DPSS. These security professionals are licensed in Michigan but not fully commissioned police officers.

University of Michigan Security Officers

DPSS Security Officers have the authority to arrest or detain those who commit a felony in their presence similar to any citizen (not misdemeanors) or under the direction of a police officer. They also are able to enforce certain University of Michigan Regent ordinances (such as parking and trespass warnings). These officers must be on the University of Michigan controlled property, on duty, and be in full uniform designated by DPSS. They are not licensed or fully commissioned police officers.

University of Michigan Parking Enforcement Officers

DPSS Parking Enforcement Officers enforce parking regulations set by the State of Michigan, City of Ann Arbor, and University of Michigan Regent Ordinance. Parking Enforcement Officers have the authority to arrest or detain those who commits a felony in their presence similar to any citizen or under the direction of a police officer. These officers must be on the University of Michigan controlled property, on duty, and be in full uniform designated by DPSS. They are not licensed or fully commissioned police officers.

DPSS Training

The University of Michigan Division of Public Safety & Security (DPSS) has a strong commitment to Diversity,

Equity, and Inclusion, and employs a program manager dedicated to this work. We infuse this into our staff onboarding process and annual training program, as an investment in our staff and our community. In addition to our DE&I-focused training, all staff go through role-specific training, upon hire.

All police recruits are required to meet the selection and employment standards as set forth by the [Michigan Commission on Law Enforcement Standards \(MCOLES\)](#). In addition, police recruits are hired or sponsored in-service through a selection process to attend a certified police academy standard curriculum of 594 hours in the State of Michigan. Following the police academy completion, the police officer is certified.

At DPSS, probationary police and security officers are then required to attend a Field Training Officer program (FTO) following the completion of the orientation period.

DPSS also provides yearly training on a variety of other topics such as implicit bias, autism awareness, interpersonal violence, mental health awareness, legal update, and more.

The University of Michigan Police Department

📍 Campus Safety Services Building, 1239 Kipke Dr., Ann Arbor, MI 48109-2036

📞 (734) 763-1131

✉ dpss-safety-security@umich.edu

🌐 dpss.umich.edu/content/about/our-departments/police/

The **University of Michigan Police Department (UMPD)** is a full-service, community-oriented law enforcement agency dedicated to promoting a safe and secure environment for students, faculty, staff, and visitors. We recognize the special requirements of an educational environment and work to promote safety and responsibility through education, prevention, and community policing.

UMPD police officers are licensed by the [Michigan Commission on Law Enforcement Standards \(MCOLES\)](#), and have full authority to investigate, search, arrest, and use reasonable force, if necessary, to protect people and property under Michigan law and the [U-M Regents' Ordinance](#).

The Washtenaw County Law Enforcement Mutual Aid agreement reinforces the commitment that each police agency in Washtenaw County agrees to provide support to other agencies when in need of immediate law enforcement assistance. UMPD police officers are deputized through Washtenaw County Sheriff's Office.

UMPD is a committed partner with local law enforcement for investigations of criminal activity. UMPD is the lead agency when an incident occurs on university owned or leased property and partners with other law enforcement when an incident occurs with a university affiliate outside of UMPD jurisdiction.

The university contracts with other local and state law enforcement agencies for athletic and other large-scale events. UMPD officers may patrol by vehicle, motorcycle, bicycle, or on foot. Specialized police services include criminal investigations, accident investigations, evidence collecting, K9 teams, and computer forensics.

UMPD Partnership with AAPD

DPSS and the Ann Arbor Police Department have concurrent and contiguous jurisdictions and collaborate across agencies to ensure the safety of the campus and surrounding community. Jurisdictions and support are outlined in the [Cooperative Policing Agreement](#), agreed to by both agencies.

Daily partnerships include community engagement, investigative case response and partnership with U-M community members, and road patrol response back-up. DPSS and Ann Arbor Police always partner on large scale events such as sports events and other significant gatherings that occur on or near campus.

The UMPD Special Victims Unit (SVU)

- 📍 109 E. Madison Street Suite 3000, Ann Arbor, MI 48109
- 📞 Phones:
 - Emergency: 9-1-1
 - (734) 763-1131
- ✉ dpss-safety-security@umich.edu
- 🌐 dpss.umich.edu/content/about/our-departments/police/special-victims-unit/

The **Special Victims Unit (SVU)** is a specialty unit within UMPD that assists those who have experi-

enced interpersonal violence, such as sexual assault, intimate partner violence, dating violence, stalking, or child abuse. Our officers ensure survivors are treated with compassion and respect while navigating the criminal justice system and prioritize holding offenders accountable.

The SVU uses a trauma-informed approach and partners with confidential and free advocacy groups to connect survivors with a variety of supportive resources, such as medical assistance, police reports, safety planning, personal protection orders, counseling and support groups, legal advocacy, and accommodations for housing, academics, transportation, and work.

Michigan Medicine Security

- 📍 Med Inn Building - Room C150, 1500 E. Medical Center Dr., Ann Arbor, MI 48109
- 📞 Administration: (734) 763-5511
- ✉ dpss-safety-security@umich.edu
- 🌐 dpss.umich.edu/content/about/our-departments/michigan-medicine-security/

Michigan Medicine Security officers provide comprehensive security and safety services within the main Medical Campus, and outlying Michigan Medicine clinics and buildings. Some of the services offered include security patrols and escorts, assistance to staff, patients, and visitors, and facility access control.

Officers are responsible for responding to and evaluating requests for emergency assistance and coordinating appropriate police, fire, and medical responses as needed. Officers are responsible for conducting preliminary investigations into criminal activity, in close collaboration with UMPD.

Specialized Michigan Medicine Security services include patient property services, engagement and investigations, key & ID services, controlled substance discrepancy resources, security systems monitoring, and management.

Guest Service Specialists

- 📍 1239 Kipke Dr., Ann Arbor, MI, 48109
- 📞 (734) 763-1131
- ✉ dpss-safety-security@umich.edu
- 🌐 dpss.umich.edu/content/about/our-departments/guest-services/

Guest Service Specialists provide security screening and assistance to the faculty, staff, students, patients, and visitors of several Michigan Medicine and some university facilities.

Housing Security

- 📍 West Quadrangle - Suite G240, 541 Thompson St., Ann Arbor, MI 48109
- 📞 (734) 764-6185 (Administration)
- ✉ dpss-safety-security@umich.edu
- 🌐 dpss.umich.edu/content/about/our-departments/housing-security-safety-services/

Housing Security is a full-service, 24-hour security department, responsible for ensuring the safety of residents, staff, and guests utilizing university-owned or controlled residence halls, apartments, and facilities. Housing Security maintains close, collaborative relationships with University Housing staff and Student Life, promoting a community culture of safety and approachability so students recognize them as resources that can help them with a variety of issues. Officers are responsible for responding to and evaluating requests for emergency assistance, coordinating appropriate police, fire, and medical responses as needed, and conducting preliminary investigations into criminal activity, in close collaboration with UMPD. Officers prepare incident reports for general assistance, student behavior issues, and criminal complaints.

University Security Services

- 📍 109 E. Madison Street Suite 3000, Ann Arbor, MI 48109
- 📞 Administration: (734) 763-8391
- ✉ dpss-safety-security@umich.edu
- 🌐 dpss.umich.edu/content/about/our-departments/security-services/

University Security Services (USS) staff help coordinate special events on campus by collaborating with outside police agencies, event planners, and facility managers to mitigate risk, prevent crime, and plan for potential hazards. USS staff also conduct security and infrastructure protection assessments. These assessments are conducted by certified assessors utilizing the principles of Crime Prevention Through Environmental Design (CPTED). Our staff also review

building plans to provide guidance for security camera placement, alarms, access control, and other security measures appropriate to the needs of each facility. Additionally, the presence of our security officers at campus museums deters damage and theft, while providing industry-leading customer service to museum patrons.

Museum Security

- 📍 University of Michigan Museum of Art (UMMA), 525 S. State St., Ann Arbor, MI 48109
- 📍 Kelsey Museum of Archeology, 434 S. State St., Ann Arbor, MI 48109-1390
- 📞 (734) 647-3295
- 🌐 dpss.umich.edu/content/about/our-departments/museum-security/

Museum Security officers patrol the Kelsey Museum of Archaeology, Museum of Art, and Museum of Natural History, providing customer service and assistance to museum patrons and staff while deterring damage and theft. All Museum Security officers are certified through the Certified Institutional Protection Specialists program. Officers work closely with museums' administration to ensure the collections are protected and the space is secure for faculty, staff, students, and guests to visit and study.

Community Engagement

- 📍 1239 Kipke Dr., Ann Arbor, MI, 48109
- 📞 (734) 763-3434
- ✉ dpss-safety-security@umich.edu
- 🌐 dpss.umich.edu/content/about/our-departments/community-engagement/

The **DPSS Community Engagement Unit** is a diverse team of officers from the U-M Police Department, Housing Security, and Michigan Medicine Security working together with the U-M community to provide education, timely communication, and community engagement. The DPSS Community Engagement Unit partners with students, faculty, staff, patients, and visitors to educate and inform about preventing crime and safety hazards on campus, encouraging a proactive approach to safeguard themselves and others.

Dispatch Services

- 📍 1239 Kipke Dr., Ann Arbor, MI 48109
- 📞 (734) 763-1131
- ✉ dpss-safety-security@umich.edu
- 🌐 dpss.umich.edu/content/about/our-departments/dispatch-services/

Dispatch Services answer 9-1-1 emergency assistance calls 24 hours a day, 365 days a year. Serving as an official Public Safety Answering Point (PSAP). Dispatch Services provides efficient and timely emergency communications and response for the entire U-M community.

DPSS communications officers monitor radio communications from a variety of university departments and local public safety agencies and dispatch U-M resources as appropriate.

Dispatch Services monitor different types of alarms and security cameras for university buildings, including access control alarms, fire alarms, and infant protection alarms.

Emergency Management

- 📍 109 E. Madison Street Suite 3000, Ann Arbor, MI 48109
- 📞 (734) 763-8391
- ✉ dpss-safety-security@umich.edu
- 🌐 dpss.umich.edu/content/about/our-departments/emergency-management/

Emergency Management serves the U-M community by preparing for, protecting against, and responding to a broad range of emergencies that could impact our people, operations, and environment. Emergency Management also facilitates partnerships and coordination with internal U-M units as well as local, state, and federal partners. This unit works to prevent emergencies while simultaneously preparing to respond if they do occur.

Emergency Procedures, including evacuation and shelter-in-place instructions, are posted on the DPSS Emergency Management [website](#). Many buildings on campus have identified a Building Incident Response Team (BIRT) to help streamline communication between first responders and building personnel in an emergency. Customized BIRT training is provided based

on each building. Emergency procedure posters with basic instructions are posted around campus and provided to the community free by request. All U-M units must prepare and maintain up-to-date Continuity of Operations Plans (COOP) that describe how they will sustain the performance of critical functions during and after a disruption in operations.

Building-specific evacuation maps are posted in strategic locations in occupied campus buildings. Students, faculty, and staff with questions about emergency procedures in their building should check with their facility manager or contact DPSS Emergency Management at (734) 763-8391. Emergency preparedness plans are exercised annually at a minimum. These exercises could be announced or unannounced drills or tabletop, functional, or full-scale exercises.

Exercises and Drills (Announced) Conducted in 2023

- Escalating Incident (active attacker) - May, June
- Notification Drill (Emergency Alerts) - April, November
- Crisis Management - February
- Escalating Reputational Risk - February

The U-M Emergency Alert system is tested once each semester. Additionally, emergency response training presentations by DPSS staff are available for staff or faculty meetings.

EVACUATIONS

For the protection of all faculty, staff and students, it is important to understand what to do in the event of an emergency that requires evacuation. Most evacuations will take you outside and away from the building or structure that poses an actual or perceived safety threat. However, some evacuations may be to a safer location inside the same building.

Evacuation Procedures

All building occupants should immediately make their way toward the nearest exit and adhere to the following procedures:

- Call 9-1-1 (once you are safely outside).
- Remain calm.
- Move quickly and calmly to the nearest emergency exit.
- Close doors and leave them unlocked, if possible.

- Do not use elevators.
- Do not run, push or shove when descending the emergency exit stairwell. Descend stairs two abreast with arms linked. Be sure to grasp the handrail with your free hand.
- Use a minimum of conversation to allow authorities and emergency first responders to communicate over you.
- Use an established evacuation route and meet at the designated assembly area(s). Do not congregate in the building's entrance.
- Assign a staff member whose responsibility will be to account for all persons in their designated area.
- Do not return to the building until an official all clear is given

Evacuation for Persons with Disabilities

People with disabilities may not be able to evacuate unassisted. As such, they should inform another person that assistance may be necessary during an evacuation.

Evacuation alternatives may include:

- The Buddy System: In the event of an evacuation, the buddy (or identified assistant) will determine the location of the person with a disability, then go outside and inform emergency personnel, who will enter the building and evacuate the person.
- Horizontal Evacuation: Move away from the area of imminent danger to another area on the same floor, if it is safe to do so.
- Vertical Evacuation: Stairways can be used by those who are able to evacuate with or without assistance. People with sight disability may require the assistance of a sighted person. Persons who must use crutches or other walking aids will need to use their own discretion, especially where several flights of stairs are concerned.
- Shelter in Place: If danger is imminent (detectable smoke, fire or unusual odor), remain in a room with an exterior window and a telephone. If possible, close the door. Then call 9-1-1. Provide your name, location and the reason you are calling.

These guidelines are in compliance with the NFPA 101 Life Safety Code, the Americans with Disabilities Act and American National Standard A117.1.

Guidelines for Persons with Hearing Disabilities

Prior planning and practice of emergency evacuation routes are important in ensuring a safe evacuation.

Most buildings on campus are equipped with fire alarm horns and strobes that sound the alarm and flash strobe lights. The strobe lights are for people who are hearing impaired. If you see these strobes, use the designated evacuation route to leave the building.

Guidelines for Persons with Vision Impairments

Most buildings on campus are equipped with fire alarm horns and strobes that sound the alarm and flash strobe lights. The horn is for sight-impaired persons. Most people with a visual impairment will be familiar with their immediate surroundings and frequently traveled routes. Since the emergency evacuation route is likely different from the commonly traveled route, persons who are visually impaired may need assistance in evacuating. Please refer to the above section (Evacuation options for people with disabilities) for more information.

DPSS EDUCATION, TRAINING, & PRESENTATIONS: CRIME PREVENTION PROGRAMS

Training requests: you may request a DPSS presentation and training [online](#).

DPSS Community Engagement Unit

The DPSS Community Engagement Unit (CEU) is a diverse team of officers from the University of Michigan Police Department, Housing Security and Michigan Medicine Security. The team works collaboratively throughout the University of Michigan community to provide education, timely communication, and community engagement. The DPSS Community Engagement Unit partners with students, faculty, staff, patients, and visitors to educate and inform about preventing crime and maintaining an overall safe atmosphere on campus. The Unit encourages a proactive approach to help the University of Michigan

community understand the best ways to safeguard their property, themselves, and others.

DPSS Therapy Dog Program

Nico, is a certified therapy dog team working in the Community Engagement Unit in DPSS. Nico is certified to provide comfort to survivors of interpersonal violence and domestic assault before, during, or after a police interview. When Nico is not providing support to survivors, he attends Community Engagement events on campus. Nico began his work in the winter semester of 2023. In the program's first year of engagement, they attended 134 events, including (Meet & Greets) while engaging with an estimated 2300 people.

DPSS Safety Education and Programming

The DPSS Safety Education and Programming is the baseline program that provides our community partners with a variety of safety-related deliverables, such as a DPSS Services Overview presentation, See Something? Say Something!™ presentations, Physical Security Evaluations, and Workspace Safety Walk-Throughs. These programs provide an overview of the DPSS Public Safety & Security services on campus, incidents that should be reported, what to do in emergency situations, opportunities for follow-on training, and how to contact DPSS. Personal safety, dealing with threats, and suspicious behavior also are discussed in detail. In 2023, there were 69 DPSS Safety Education and Programming activities conducted.

Emergency Response Run, Hide, Fight™ Training

This community training deliverable aims to educate our community on how to prevent and respond to an active attacker incident. As the number of these types of incidents have increased in our country, so has our community's concern that this type of activity could one day occur here. This training helps to alleviate some of the concerns of the community by giving them the knowledge and tools they need to feel safer and more secure as they go through their daily lives. The basis of the provided training is on the nationally recognized RUN, HIDE, and FIGHT response, as well as the critical thinking involved in making a R.H.F. response decision that is right for them in any given situation. In 2023, DPSS conducted

131 presentations.

Empowerment and Self-Defense

Empowerment / Personal Safety Workshops provide the campus community with training to instill the confidence and skills necessary to ensure the best outcome when confronted with an escalating or potentially threatening situation. Empowerment is accomplished through emphasizing awareness, assertiveness skills, and physical or verbal strategies. Participants take part in verbal exercises, discussions and physical drills. Attendees leave feeling better equipped to deal with threatening situations. In 2023, there were 127 Empowerment / Personal Safety Workshops conducted.

Workplace and Classroom Violence & Verbal De-escalation

The Workplace / Classroom Violence & Verbal De-escalation training is designed for members of the community to be prepared to deal with escalating behavior and violence in the workplace or classroom. Facilitators and participants discuss how to handle escalating or threatening behavior and violence. Prevention and reporting measures are presented within the framework laid out by the University of Michigan Standard Practice Guide and criminal law. In 2023, there were 113 Workplace / Classroom Violence & Verbal De-escalation trainings conducted.

Alcohol & Harm Reduction Engagement

DPSS recognizes that the improper and excessive use of alcohol and other drugs may interfere with the University's mission by negatively affecting the health and safety of students, faculty, and staff. Alcohol & Harm Reduction (AHR) engagement represents a comprehensive plan, based on strong and effective partnerships, to create conditions on our campus which decrease high-risk drinking and drug use and the related harmful consequences. The DPSS AHR engagement efforts contain multiple, mutually reinforcing partnerships, which create environments where our community can live up to their fullest academic, personal, and social potential. These environments are achieved by focusing on prevention, education and intervention efforts. In 2023, there were 28 Alcohol & Harm Reduction Engagement activities conducted on or around campus.

Community Outreach & Engagement Events

Community Outreach events are a variety of efforts to provide safety and security messaging while establishing strong relationships within the community. This is done by building bridges of trust based on a mutual understanding, respect and familiarity between DPSS and the University of Michigan population we strive to protect. Events such as Property Registration, "De-stress with DPSS", "Coffee with a Cop", "Donuts with DPSS", mini-parades, and DPSS information tabling are some of the activities offered to achieve this goal of relationship building. In 2023, there were 181 Community Outreach events conducted.

DPSS Physical Security Programs

DPSS Physical Security Programs are the baseline activities to assist with (CPTED) Crime Prevention Through Environmental Design. Examples of these include trainings such as the DPSS Services Overview and See Something, Say Something TM, as well as, Physical Security Evaluations and Workspace Safety Walk-Throughs. These programs provide an overview of the DPSS Public Safety & Security services on campus, identify incident types that should be reported to DPSS, discuss what to do in emergency situations, offer opportunities for follow-up training, and explain how to contact DPSS. A new component of this category in 2023 is Duress Button Commissioning and Orientation Training. This DPSS Physical Security Program contributes to the placement, and efficient use of this technology around campus. In 2023, there were 36 DPSS Physical Security Program activities conducted

Bicycle & Scooter Registration and Security

DPSS recognizes that bicycles and scooters are easy targets for theft. The Community Engagement Team strives to notify, educate, and provide safety materials to our community regarding bicycle and scooter thefts in a variety of ways. A Security Bulletin may be issued when there is a significant pattern of thefts. We have a property registration program that is free to students, faculty, and staff across campus. The purpose of this program is to have the owner register the serial number of the bicycles and scooters with our department, which shows their ownership through a designated property number that is issued

to them. They place a sticker on their property, and in the event that this item is stolen and ultimately recovered, our officers are able to identify the owner through the program and ensure that the property is then returned to them.

Throughout the school year, all students, faculty and staff that register their bicycle, scooter, or electronic bicycle/scooter with us can retrieve a free U-lock from our department while our supplies last. Property registration tables are set up across different parts of campus to assist in registration and the community member is issued a U-lock on site at these tabling events.

In previous years, we have seen a decrease in students needing U-locks when coming to our campus due to a combination of seeing our messaging that is posted on social media, having already been issued a U-lock from Community Engagement, or listening to our safety information when we talk to our incoming students and their parents at the New Student Orientation leading up to the Fall semester.

We also encourage students to utilize tracking devices hidden on their property. In the event their property is stolen, the use of trackers has been helpful in the recovery of the stolen item. Community Engagement is actively working on a proposal for trackers to be given out to the community. The student, staff, or faculty member that is issued the tracker would be the only one to see the tracking information, but in the event their property is stolen, they can share the live tracking information with officers, which will aid in the recovery of their property.

Register your bicycle, scooter and other property with DPSS. For more information please visit the DPSS website [\[here\]](#).

Training requests: you may request a DPSS presentation and training [online](#).

OTHER LOCAL EMERGENCY RESOURCES

Ann Arbor Police Department

- 📍 301 E. Huron, Ann Arbor, MI 48104
- 📞 Phones:
 - Emergency: 9-1-1

- Non-Emergency: (734) 994-2911
- Police Desk: (734) 794-6920
- Police Tip Line: (734) 794-6939

✉ police@a2gov.org

🌐 a2gov.org/police

For the majority of students living in neighborhoods surrounding campus, police services are provided by the Ann Arbor Police Department (AAPD).

Washtenaw County Sheriff's Department

📍 2201 Hogback Rd., Ann Arbor, MI 48105

📞 (734) 971-8400

✉ sheriffinfo@washtenaw.org

🌐 www.washtenaw.org/1124/Sheriff/

Pittsfield Township Police

📍 6227 W Michigan Ave., Ann Arbor, MI 48108

📞 (734) 822-4911

✉ info@pittsfield-mi.gov

🌐 www.pittsfield-mi.gov/

Ypsilanti Police Department

📍 505 W Michigan Ave., Ypsilanti, MI 48197

📞 (734) 483-9510

🌐 cityofypsilanti.com/269/Police-Department

Ann Arbor Fire Department

📍 115 N. Fifth Ave., Ann Arbor, MI 48104

📞 Phones:

- Emergency: 9-1-1
- Non-emergency: (734) 794-6978

🌐 a2gov.org/departments/fire

Environment, Health, and Safety (EHS)

📍 1239 Kipke Drive, Ann Arbor, MI 48109

📞 Phones:

- (734) 647-1143
- Fax: (734) 763-1185

✉ ehsanswers@umich.edu

🌐 ehs.umich.edu/

The Department of Environment, Health & Safety (EHS) is the U-M department responsible for monitor-

ing the implementation of safety and environmental standards, managing investigations of incidents, and evaluating deviations from this policy to ensure safe practices in education and research.

PARTNERING WITH FACILITIES & OPERATIONS FOR CRIME PREVENTION

Facilities Service Center

📍 326 E Hoover Ave., Ann Arbor, MI 48109

📞 (734) 647-2059

✉ avpfo@umich.edu

🌐 fo.umich.edu/

At U-M, an environmental safety design review committee, which includes a DPSS representative, meets regularly to develop short- and long-term standards and recommendations for existing buildings, landscaping, maintenance, and similar security issues, as well as new facility design criteria to improve the safety of the campus environment.

Grounds crews routinely inspect shrubbery and lighting. Lighting maintenance is a responsibility jointly shared by the university and the city of Ann Arbor.

TRANSPORTATION OPTIONS

Ann Arbor Area Transit Authority

📍 2700 S Industrial Hwy., Ann Arbor, MI 48104

📞 (734) 996-0400

🌐 www.theride.org/maps-schedules

The Ann Arbor Area Transportation Authority (TheRide) operates the local public transit system for greater Ann Arbor and Ypsilanti. Patrons with a valid MCard may ride for free. Visit www.theride.org for details and bus routes.

Logistics, Transportation, and Parking (LTP)

📍 1201 Kipke Dr., Ann Arbor, MI 48109

📞 (734) 764-7475

🌐 ltp.umich.edu/

University buses, in general, run seven days per week year-round, except for six official holidays.

Specific routes may vary by day and time of year. Please visit the LTP website for specific routes and schedules.

Bicycle Safety & Parking Options

There are over 8,500 bike parking spaces (each hoop provides 2 parking spaces) on U-M's Ann Arbor campus. This translates to about 1 place for every 10 people within an academic, research and office building on campus and 1 place for every 4 people living in a residence hall. These ratios fall within common guidelines from around the country and are the result of a concerted effort over the past ten years to increase the number of bike parking spots on campus.

The majority of the bicycle parking spaces are of the inverted "U" design where each hoop accommodates two bicycles. The hoops are typically clustered, placed on hard surfaces and located in the vicinity of building entrances. Some larger bike parking clusters are centrally located to serve numerous buildings. Most of the parking spots are uncovered, but where possible some racks are located under building overhangs and within parking decks. Cyclists should [park bikes at designated bike racks](#) and refrain from locking their bikes to fences, sign posts or trees.

Other bicycle safety tips include:

- Ride with the traffic or use bike paths whenever possible.
- Follow the same driving laws as motor vehicles.
- Use reflectors, reflective tape, or other similar devices on bikes or on your clothing.
- Lights are required at night.
- Stay alert at all times.
- Be visible—put a white light at the front of your bicycle and a red light at the back.
- Wear a helmet.
- Yield to walkers on sidewalks and paths—they have the right of way.

Register your bicycle, scooter and other property with DPSS. For more information please visit the DPSS website [\[here\]](#).

AFTER HOURS TRANSPORTATION OPTIONS

The following [transit services](#) are designed to meet

special needs and to fill in the gaps between regular service hours.

SafeRide

- 📍 U-M Transit Services, 1665 Dean Rd., Ann Arbor, MI 48109
- 📞 (734) 647-8000
- 🌐 <https://ltp.umich.edu/campus-transit/after-hours/>

SafeRide is a free service that transports students, faculty, and staff to their residence or vehicle within a one-mile radius of campus. Riders may use this service once per evening and must present a valid U-M ID (Mcard).

Ride Home

- 📍 Golden Limousine, 11900 Carpenter Rd., Milan, MI 48160
- 📞 (734) 999-0468 (Option 5)
- 🌐 ltp.umich.edu/campus-transit/after-hours/

Ride Home is a free shared-ride taxi service for students, faculty, and staff to their residence halls, vehicles parked in U-M-operated lots or structures, or local residences (within a one-mile radius of Central and North Campuses). This service is available after U-M transit buses have concluded daily service, seven days a week.

Night Ride

- 📍 Office of the Dean of Students, 530 S. State Street, Suite 3100, Ann Arbor, Michigan 48109
- 📞 (734) 647-8000 (Option 1)
- 🌐 offcampus.umich.edu/article/night-ride-options

Night Ride is a shared-ride taxi service within the city of Ann Arbor. A surcharge is added to trips that begin or end outside Ann Arbor without an advance reservation.

Emergency Ride Home

- 📍 Golden Limousine, 11900 Carpenter Rd., Milan, MI 48160
- 📞 (734) 999-0468 (Option 4)
- 🌐 ltp.umich.edu/campus-transit/after-hours/

[Free taxi rides](#) can be provided in emergency situations for faculty, staff, and students on the Ann Arbor campus to return to their vehicles parked in remote lots or to any location (home, school, daycare provider, etc.). Eligible types of emergencies covered by the program include personal or family illness or injury, unscheduled overtime or other mandatory work-related holdovers, or stranded carpool or van-pool riders.

State Street Ride

- 📍 Golden Limousine, 11900 Carpenter Rd., Milan, MI 48160
- 📞 (734) 999-0468 (Option 6)
- 🌐 <http://tp.umich.edu/campus-transit/after-hours/>

[Free after-hours taxi service](#) from any U-M building to the South State Street Commuter (Park & Ride) lot after buses have concluded daily service.

Paratransit Scheduled door-to-door service for students, faculty, and staff with disabilities. To register for the rides, contact Services for Students with Disabilities at (734) 763-3000.

SEEKING CONFIDENTIAL COUNSELING

Faculty & Staff Counseling and Consultation Office (FASCCO)

- 📍 2076 Administrative Services Building, 1009 Greene St., Ann Arbor, MI 48109
- 📞 (734) 936-8660
- ✉️ fascco@umich.edu
- 🌐 hr.umich.edu/benefits-wellness/health-well-being/mental-emotional-health/mental-health-counseling-consultation-services/faculty-staff-counseling-consultation-office-fascco

Faculty and staff may contact the Faculty & Staff Counseling and Consultation Office (FASCCO) and Medical staff may contact the Michigan Medicine Office of Counseling & Workplace Resilience for any personal concerns or counseling assistance needed.

Students may seek services from Student Life Counseling & Psychological Services (CAPS).

Michigan Medicine Office of Counseling & Workplace Resilience

- 📍 5124 (5th Floor) Med Sci I Bldg, C-wing, 1301 Catherine St., Ann Arbor, MI 48109
- 📞 (734) 763-5409
- ✉️ counseling@med.umich.edu
- 🌐 hr.umich.edu/benefits-wellness/health-well-being/mental-emotional-health/mental-health-counseling-consultation-services/michigan-medicine-office-counseling-workplace-resilience

Student Life Counseling & Psychological Services (CAPS)

- 📍 Michigan Union, 530 South State St., Suite 4079, Ann Arbor, MI 48109
- 📞 (734) 764-8312
- ✉️ caps-uofm@umich.edu
- 🌐 caps.umich.edu/

Sexual Assault & Prevention Awareness Program (SAPAC)

- 📍 Michigan Union, Room 4130, 530 S. State St., Ann Arbor, MI 48109-1308
- 📞 Phones:
 - (734) 764-7771
 - 24-hour Crisis Line: (734) 936-3333
- ✉️ SAPAC@umich.edu

studentlife.umich.edu/article/sexual-assault-prevention-awareness-center-sapac

Faculty, staff, and students may contact the [Sexual Assault and Prevention Awareness Program](#) (SAPAC) in cases of sexual assault, domestic or dating violence, or stalking. SAPAC also offers support for individuals navigating sexual harassment and gender-based harassment.

The Department of Spiritual Care

- 📍 University Hospital Chapel, University Hospital, 2nd floor, room 2A215, 1500 E Medical Center Dr., Ann Arbor, MI 48109
- 📍 The Helen and Mike Vlasic Family Chapel, Mott, 2nd floor, room 2780, 1540 E Hospital Dr., Ann Arbor, MI 48109

☎ (734) 936-4041

✉ UMHS-Chaplain@med.umich.edu

🌐 uofmhealth.org/patient-visitor-guide/counseling-spiritual-services

The Department of Spiritual Care at Michigan Medicine serves the needs of our patients, their families and caregivers, and our staff.

Confidential Counselors

While confidential counselors are not considered Campus Security Authorities under the Clery Act, they are asked to provide information to their clients and encourage them to report criminal activity to UMPD or other police agencies as appropriate.

SUICIDE PREVENTION

Counseling & Psychological Services

CAPS After Hours Urgent Support, Michigan Union, Suite 4079, 530 South State St., Ann Arbor, MI 48109

☎ Phones:

- Emergency: 9-1-1
- (734) 764-8312 (Press 0)

✉ caps-uofm@umich.edu

🌐 caps.umich.edu/article/caps-after-hours-urgent-support

To learn more about suicide facts and statistics, getting help, or supporting a friend or loved one please refer to the links below.

Get help right away: caps.umich.edu/article/getting-help-right-away

If you or someone you know is in immediate danger because of thoughts of suicide, there is help for you. Do not hesitate to call. Please reach out for help.

☎ Phones:

- Emergency: 9-1-1
- U-M Psychiatric Emergency Services: (734) 996-4747

If you are not in immediate danger but need someone to talk with right now, please call one of the following 24/7, 365 days/year, resources:

☎ Campus 24-Hour Services Phones:

- CAPS After Hours: (734) 764-8312 (Press 0)
- U-M Psychiatric Emergency Services: (734) 996-4747
- U-M Sexual Assault Prevention and Awareness: (734) 936-3333
- Department of Public Safety & Security: (734) 763-1131
- Dean of Students: (734) 764-7420

Helping a friend or loved one: caps.umich.edu/article/how-can-you-help

Being a member of the U-M community provides a unique opportunity and responsibility to make a real difference in the lives of our students. As a quilt is made of many different strands and colors, our many different roles can also combine to form a strong support network for all students. It is through this support network that we can "change the story" for one individual AND on a campus-wide level.

If you are concerned a friend or loved one is thinking about suicide, there are ways to help.

- If you realize someone may be suicidal; take them seriously, and be willing to listen.
- Reach out! Asking someone if they are feeling suicidal does not increase risk.
- Don't promise secrecy and don't worry about being disloyal.
- Help the person find knowledgeable mental health professionals.
- Know the Warning Signs of Suicide

Faculty and suicide prevention: caps.umich.edu/article/focus-um-faculty

Find more information about:

- What To Do In An Urgent Situation With Students
- Consultation Services
- Faculty & Staff Guide To "Common Scenarios"

Together, we can all change the story.

EMERGENCY NOTIFICATIONS & TIMELY WARNINGS

Emergency Notifications

[U-M Emergency Alert](#) is a mass electronic, urgent notification system, comprised of a variety of meth-

ods by which the university, without undue delay, will notify students, faculty, and staff of an active, major campus emergency, via:

- Text message (SMS) to registered cell phones
- Voice message to registered telephones
- Push notification to Michigan app and U-M Public Safety app
- Email
- Websites (umich.edu and dpss.umich.edu)
- Twitter & Facebook (@umichdpss)
- Some campus digital signs

DPSS may be alerted to an emergency through a third party such as a visitor, guest, or member of our community, a police or security officer, telephone calls, alarms activating, or a confirmed report from another emergency responding agency (such as the National Weather Service, the fire department, ambulance, hazardous materials response team, FBI, County Public Health, etc.).

The university automatically registers all faculty, staff, and student U-M email addresses and cell phone numbers for urgent notification alert messages. Additionally, messages can be received by downloading the [Michigan app](#) or [U-M Public Safety app](#) and by following DPSS on [Facebook](#) and [Twitter](#).

Examples of activations may include:

- An active violence incident, such as an active attacker
- The outbreak of a serious illness (meningitis, norovirus, etc)
- A tornado warning for the county
- A major hazardous material spill or gas leak
- An emergency reduction in operations

The emergency message content will contain pre-scripted brief messages or tailored content developed in consultation with DPSS leadership. The message will be sent by DPSS. This information will be shared to help the public take action for their safety, unless, in the professional judgment of DPSS leadership, issuing a notification will compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency. Follow-up information, including an “all-clear” message, will be disseminated as appropriate, except for an expired weather warning. As a large multi-campus system, we require more than a single mode of notification in an emergency. A U-M

Emergency Alert adds to the array of communication methods used during campus emergencies, such as building alarms and public address announcements. U-M Emergency Alerts are issued campus-wide, however, DPSS reserves the rights to segment notifications if needed.

In some instances urgency is important but is not an emergency, an announcement may go out through a campus-wide email. These messages are a collaborative effort with areas such as the President's Office, University Health Services, the Dean of Students Office, or Student Life. These messages are created with work from the specific area along with DPSS Emergency Management to communicate issues to the U-M community. An announcement in this method may be due to a COVID update, influenza, meningitis diagnosis, traffic alert (advance notice construction, etc), or a weather alert that may be days in advance such as a snow storm.

Timely Warnings

When a crime is reported to law enforcement or a Campus Security Authority, either on or near off-campus, that constitutes an ongoing or continuing threat to the university community a campus-wide “Crime Alert” will be issued to serve as a timely warning and to aid in the prevention of similar crimes. These alerts will be issued through different means such as:

- Emails
- [Website](#)
- [Facebook](#) and [Twitter](#)
- Some campus digital signs

The UMPD Chief of Police, or designee, is responsible for Crime Alerts however, when timing allows, they partner with DPSS leadership, and public information officers will develop the content of the warning. Victims’ names will never be disclosed in the alerts or to the media. Crime Alerts likely will not be issued when the release of such information would compromise an investigation or when the report is made after considerable delay. The Crime Alert will be posted on the DPSS [website](#) and emailed to all students, faculty, and staff.

Anyone with information warranting a timely warning should report the circumstances to DPSS by telephone (734) 763-1131 or in person at the Campus Safety

Services Building at 1239 Kipke Drive.

Security Bulletins

When a crime or trend in criminal activity that does not constitute an ongoing or continuing threat to the university community arises, such as an increase in local bike theft or vehicle break-ins, a security bulletin may be posted to the DPSS [website](#) and shared on DPSS social media ([Facebook](#) and [Twitter](#)). This method of communication allows DPSS to share information about how to mitigate potential community threats that don't rise to the level of a Crime Alert or may not impact the campus community as a whole. Security Bulletins are generally accompanied by safety messaging related to the issue (e.g., reminders to secure bicycles, register personal property with DPSS, lock vehicles, etc.).

SAFETY TIPS & RISK-REDUCTION TECHNIQUES

The following prevention tips are offered to help ensure personal safety and the security of one's belongings.

ACTIVE ATTACKER RESPONSE



Call 9-1-1

RUN – if there is an accessible escape path, use it

- Move away from the threat as quickly as possible
- Evacuate regardless if others agree
- Leave your belongings behind

HIDE – if evacuation is not possible, find a secure place to hide and barricade your space

- Lock and secure doors
- Create barriers to prevent or slow down the threat from getting to you
- Remain out of sight and quiet – silence your phone

FIGHT – as a last resort – and only when your life is in imminent danger – attempt to disrupt and/or incapacitate the active attacker

- Incorporate a distraction – throw items and yell loudly
- Commit to your actions – be aggressive and use improvised weapons
- Disarm the attacker – solicit help, there is strength in numbers

COMPUTER & IDENTITY INFORMATION SAFETY

Protect your computer and mobile devices:

- Register your electronics with [DPSS](#) to assist in recovering lost or stolen devices.
- Use a password or PIN to lock portable devices.
- Never leave items unattended.

Protect yourself and your information online:

- Use up-to-date [anti-virus and anti-spyware software](#) available at no cost to the U-M community.
- Never use your UMICH Kerberos password (the one you use for Wolverine Access) for non-U-M accounts.
- Use a different strong password for each online account.
- Never share your password with others.
- Never use another person's password.
- Be wary of peer-to-peer file sharing, which can open your computer to infection. It also can make you vulnerable to [costly legal problems](#).
 - Never respond to an email request for private personal information such as your social security number, password, or credit card number; no legitimate company will request information in this way.
- Lock your screen or log out before you walk away from any publicly accessible computer.
- Call DPSS at (734) 763-1131 immediately if you receive a threatening email or if your device is stolen.

For more tips and information, visit [the U-M ITS website](#).

FIRE SAFETY

If you see smoke or fire, activate the fire alarm and **call 9-1-1** from a safe location. Report all fire events on university property, regardless of magnitude. Familiarize yourself with the locations of fire alarm pull stations, fire extinguishers, stairways, and emergency

exits in your building(s). Always identify two means of exit from your location.

If the building's fire alarm sounds:

- Evacuate the building immediately using the nearest marked exit.
- Use stairs, do not use elevators.
- Encourage those around you to evacuate as well.
- Assist those with disabilities or those who cannot safely evacuate the building by getting them to a safe rescue location and notifying emergency responders of their location as soon as possible.
- Keep building exits and fire lanes clear.
- Meet at designated assembly areas.
- Exercise social distancing when possible.
- Re-enter only when directed by authorities.

RESIDENTIAL SAFETY

University Residence Halls:

- Make sure your door is closed when you are home and away.
- Do not leave valuables in open view.
- Never prop open doors to residence halls.
- Require identification and authorization from maintenance staff requesting access to your room or apartment.
- Report to the residence hall staff all doors, locks, and windows that are in need of repair.
- Be suspicious of unknown persons loitering or checking doors in your hall and report them to DPSS.

If you live in an on or off-campus apartment:

- Always keep your doors and ground floor windows secured.
- If you have a sliding glass door/door wall, make sure your safety bar is in place.
- If you live off campus, learn safety tips from [Beyond the Diag](#).
- Sign up for City of Ann Arbor [emergency notifications](#).
- Never leave mail or delivered packages piled up on your doorstep.

Outdoor Safety

- Take advantage of [nighttime transportation services](#).
- Walk in well-lit areas.

- Walk confidently and assertively.
- Avoid distracting activities when traveling outdoors alone, such as texting, wearing earbuds, or talking on the phone.
- Valuables should be kept concealed or carried close to the body.
- If you are followed by someone, call 9-1-1, or the DPSS non-emergency line at (734) 764-1131 from your cell phone and head to a populated area. If there is a blue-light emergency phone in the area, you may use that as well.

STALKING

It is important to know when you may be a victim of stalking. When dealing with a suspected stalking situation, be aware of the following:

- Stalking is a crime.
- Stalking is unpredictable and dangerous.
- Stalking is not just a crime between known persons or domestic or dating violence. It can be a stranger or unknown person to you who is stalking.
- No two stalking situations are alike.
- Trust your instincts and take threats seriously.
- Get assistance from professionals in developing a safety plan or obtaining a protective order.
- Consider cutting off communication with the stalker.
- If possible, put the stalker on notice to cease future contact.
- Police can assist with a no-contact notice at your request.
- Keep evidence and a log of every stalking incident.
- Documentation is key to understanding the scope of the situation, safety planning, and/or holding the offender accountable.
- Consider telling your family, friends, and neighbors that you are being stalked, so they are able to assist you if needed.

If you feel you are a victim of stalking and it's an emergency, call 9-1-1 or call DPSS at (734) 763-1131.

SUSPICIOUS ACTIVITY

It is important for people to be aware of their surroundings and trust their instincts. If something seems off, it probably is. This may include things such as:

- An unusual or suspicious noise, such as breaking glass, pounding, yelling, or screaming.
- Vehicles moving slowly without headlights.
- Someone tampering with bicycles and/or bicycle locks.
- A person checking for unlocked doors on vehicles in a parking lot or on the street
- A stranger sitting in a vehicle for an extended period of time, watching a residence, business, or person.
- A person looking into residence hall or apartment windows.

Remember, if you are in doubt, contact DPSS. If you see something, say something!

CHANGE IT UP

Change it Up! brings bystander intervention skills to the University of Michigan community for the purpose of building inclusive, respectful, and safe communities. It is based on a nationally recognized four-stage bystander intervention model that helps individuals intervene in situations that negatively impact individuals, organizations, and the campus community.

You will learn to:

- Identify self-awareness and social responsibility as qualities of strong personal leadership
- Discuss your own and others' identities and experiences
- Determine the various options for effectively intervening during a negative situation
- Develop your ability to assess which intervention option is based on the situation
- Discuss and practice how to leverage bystander intervention skills within their campus communities

You will benefit by:

- Receiving high-impact learning through educational theater
- Increasing your motivation to intervene in harmful situations
- Gaining the ability to assess the effectiveness of multiple options for intervention
- Expanding your skills and confidence to successfully intervene in harmful situations

Learn more and sign up for online courses on the

[U-M Human Resources Website](#)

WORKPLACE VIOLENCE & THREATS

The university is committed to maintaining an environment that is safe and free from violence and will not tolerate violent and threatening behavior. All university community members share this responsibility and are expected to maintain a safe and secure climate through behavior that does not involve acts of violence, threats, or aggression as outlined in the [U-M Standard Practice Guide](#). Acts of violence and aggression include verbal or physical actions that create fear or apprehension of bodily harm or threaten the safety of a supervisor, co-worker, faculty member, student, patient, member of the general public, or the university community at large.

Any member of the university community, contractor, or visitor can report a violation and seek assistance. In addition, employees in positions of authority (including deans, directors, chairs, supervisors, faculty, graduate student instructors, coaches, or others who oversee employees or students) have an obligation to contact the appropriate resources if they see or are informed of violence or threats of violence. DPSS provides consultation and preventive services as well as an immediate law enforcement response.

The [Office of Student Conflict Resolution \(OSCR\)](#) manages the university's response to alleged violations of Statement of Student Rights and Responsibilities. Any member of the University of Michigan community (Faculty, Staff, and Students) may submit a complaint or request for services. OSCR will provide information, assistance, and support to all community members involved in the resolution process.

[Academic and Staff HR Services](#) address concerns that involve a faculty or staff member. Members of the university community, contractors, and visitors concerned about faculty or staff behavior should report to the appropriate manager and/or to Academic and Staff HR Services. Supervisors receiving such reports should contact Academic and Staff HR Services.

Anyone experiencing immediate safety concerns should call 9-1-1 for assistance.

RESIDENCE HALL ACCESS CONTROL

University Housing residence halls are secured 24/7 by an electronic access control system, both at the exterior entrance and on each residential room and restroom door. Residents and staff working in each hall as well as others with required access, such as a class or program, are provided access via their MCards. Visitors may request access via a callbox at each main entrance or by contacting the resident they are visiting.

Staff requiring infrequent and non-recurring access may contact the Building Facilities Manager, Housing Security, or the Northwood Community Center to provide entry to building rooms and selected areas. Non-Housing staff requiring infrequent and non-recurring access may contact the Building Facilities Manager, Housing Security, or the Northwood Community Center.

Non-Housing staff requiring frequent and/or recurring access to a building may request keys or an access-control card for those spaces. The vendor or contractor will be accompanied by a security officer or Housing staff member when accessing occupied student rooms or apartments.

MCards

A government-issued photo ID (i.e., U.S. driver's license, state ID, military ID, or passport) is required when being issued an MCard. People wearing sunglasses, hats, caps, bandanas, etc. will be required to remove them before their photo is taken.

Students

Generally, new students will obtain their first MCard free at an ID Issuing Station or first-year students receive it during their orientation. Students must be matriculated and term-activated. New students will not need a form to obtain their MCards (except for Medical, Nursing, Program in Biomedical Sciences (PIBS), and Pharmacy students requiring Michigan Medicine access).

Employees

New employees will generally obtain their first MCard free after their official start date. Faculty and staff

may also obtain their MCards at an [ID Issuing Station](#) with a completed online [MCard Request and Change](#) form by their department if their employee affiliation is not in the Mcard system (prior to their start date).

For additional information on MCards please visit the U-M Finance, New Mcards & Orientations [website](#).

REPORTING CRIMES & OTHER MISCONDUCT

U-M is committed to providing a safe learning, working, and living environment, and does not tolerate violence of any type, including the crimes of sexual assault, intimate partner violence, and stalking and expect accurate and prompt reporting of incidents. We encourage survivors to report what they have experienced to law enforcement and to participate in the university's internal review process.

📞 Phones:

- For all emergencies **call 9-1-1**
- For criminal activity or other inquiries **call DPSS at (734) 763-1131**

REPORTING TO POLICE

University community members, including guests, are encouraged to report all crimes or public safety concerns to DPSS as soon as it is safe to do so. Bystanders or witnesses are encouraged to contact DPSS when a victim is unable to do so for themselves. DPSS is able to provide numerous resources to victims, investigate, and help create personal safety plans.

To report a crime or other emergency, **call 9-1-1**. The call will be answered by DPSS if on campus, or AAPD or other appropriate law enforcement agency off campus. Calls from campus Blue-Light Emergency telephones, and red information phone boxes, connect directly to DPSS.

Additionally, you can send a text message about any crime on campus to 377911 or report an incident by using the [U-M Public Safety app](#). Other reporting options are listed on the DPSS [website](#). When possible, be sure to indicate the type of crime, time and location of incident, and any information about potential suspects or weapons.

Crimes should be reported to DPSS to investigate, ensure inclusion in the annual crime statistics, and aid in providing timely warnings to the community when appropriate. Spiritual Care staff and professional

counselors performing confidential counseling services may not be required by law to report incidents but are encouraged to do so. Confidential reporting options include the Compliance Hotline, DPSS crime reporting portal, and the U-M Public Safety App.

Review of Reports to DPSS

All criminal reports are reviewed by DPSS leadership, UMPD leadership, CIU and SVU (for sex crimes and domestic violence for offering of resources and support). All reports of Hate Crimes are reviewed by UMPD leadership and the Deputy Chief of Police.

REPORTING STUDENT TRAVEL ABROAD

All travel is registered with U-M Global Engagement. For each travel destination, travelers should learn about the in-country emergency procedures from the program leader, on-site contact, host institution, or other means. Below are general protocols for addressing an on-site emergency.

An emergency situation is one that has impacted, or is likely to impact, the health and safety of the traveler. Examples may include: major crime, serious accident, major physical or mental health situation (including family emergency, such as a death or hospitalization), being a victim of sexual assault/misconduct, detention or arrest, lost person, kidnapping, civil unrest, or natural disaster.

A non-emergency situation does not immediately impact the health and safety of the traveler, yet may still require assistance. Examples may include: lost passport, wallet, luggage, etc., visa assistance, canceled or delayed flight, minor illness or injury, etc. For non-emergency situations, follow the non-emergency protocols of the on-site contact or the sponsoring U-M department, which may include emailing or calling the contact during business hours. When in doubt, treat the situation as an emergency and follow the emergency protocols below.

Please read the following for a more detailed protocol for addressing on-site emergencies:

1. Tend to Your Immediate Safety and/or Medical Needs
 - a. Get somewhere you feel safe, either by going to a safe location or by sheltering in place.
 - b. Contact local police in the case of feeling physically threatened or you are a victim of crime.
 - c. If you need emergency medical care, go to the nearest medical facility.

When you have time, contact a GeoBlue Advisor at +1-610-254-8771 (24/7, call collect) to arrange for direct payment so you do not have to pay out of pocket. If you do not have time to contact GeoBlue, save your receipts in the event you need to submit a reimbursement claim available on the GeoBlue app or your member hub: www.geobluestudents.com/

Under certain circumstances, GeoBlue insurance is able to provide resources to travelers who may need to return to the United States early. Please contact the U-M Division of Public Safety & Security (DPSS) and ask for a U-M emergency responder for international travelers to explore such options since this service needs pre-authorization through GeoBlue.

2. Make Appropriate Local Contacts
 - d. Contact your U-M program leader, on-site partner, or on-site contact who can provide emergency support or suggestions.
 - e. Reach out to local people you trust to see how they can be of assistance.
 - f. Contact the nearest U.S. Embassy or Consulate, or the embassy for your country of citizenship in the event you need legal assistance or need to replace your passport.
3. Contact the University of Michigan
 - g. Call your U-M department contact or the office sponsoring your travel to provide an update and to seek emergency advice/support as necessary. In an emergency situation, do not email your U-M contact.
 - h. If your U-M departmental contact is unavailable, call DPSS and tell them you are a U-M traveler abroad. DPSS will transfer you to a U-M emergency responder for international travelers. The emergency responder can provide you with immediate next steps, put you in touch

with your U-M department, contact GeoBlue on your behalf, and/or put you in touch with other U-M support resources. For non-urgent matters, you can also contact umich-itoc@umich.edu.

- i. Resources for travelers experiencing sexual or gender-based misconduct include:
 - For confidential consultation, advocacy, and support, call the Sexual Assault Prevention and Awareness Center's (SAPAC) sapac.umich.edu/.
 - For reporting sexual and gender-based misconduct and other forms of interpersonal violence you can file a report with the Equity, Civil Rights, & Title IX (ECRT): ecrt.umich.edu/file-a-report/
 - For a comprehensive resource guide please see: the Resources Guide and the Community Matters Resource Guide on the [ECRT Get Help & Support page](#).

For resources outside of the University, RAINN (Rape, Abuse and Incest National Network) has a 24/7 hotline number at: +1 800-656-HOPE (4673) or SASHAA (Sexual Assault Support and Help for Americans Abroad) at: +1 866-USWOMEN (879-6636).

REPORTING TO THE UNIVERSITY

The university provides many avenues for reporting sexual assault, domestic/dating violence, or stalking. In all cases, the most direct reporting mechanism is to submit a [report online](#) to the Equity, Civil Rights, & Title IX Office (ECRT). ECRT can also be reached by phone or email: (734) 763-0235 or ecrtoffice@umich.edu.

Information on criminal activity may also be reported anonymously by calling the university's Anonymous Tip Line at (800) 863-1355. In an emergency, call 9-1-1.

Another way to report incidents to the university is by filing a complaint via telephone or [online](#) with the Compliance Office through their hotline (866) 990-0111.

Those involved with the Children on Campus programs are able to report concerns [online](#) through their website. For all emergencies call 9-1-1 and for assistance from DPSS call (734) 763-1131.

THE DAILY CRIME & FIRE LOG

The Daily Crime & Fire Log displays all crimes and fires reported to the Division of Public Safety & Security. The log is updated within two business days of an incident being reported in accordance with the guidelines set by the Clery Act in *The Handbook for Campus Safety and Security Reporting, 2016 Edition*. Updates to the log may occur as investigations by DPSS discover additional information. These updates occur for changes minimally within the past 60 days. The Daily Crime & Fire Log can be found [here](#).

Information in the Daily Crime & Fire Log may be withheld if it may jeopardize an investigation, jeopardize the safety of an individual, provide information to a suspect, or result in the destruction of evidence. The information will be reported as soon as it is determined to be appropriate.

THE UNIVERSITY PROTECTION FROM RETALIATION

The University is committed to protecting University Community Members* from Retaliation, both in the short-term and over the course of their educational and/or professional career at the University. Retaliation against any member of the University of Michigan community who in good faith reports or participates in an inquiry or investigation into Wrongful Conduct is prohibited. The University's culture of excellence is sustained when members of the community are accountable for behavior that conforms to legal, policy, and other expectations. Members of the University community will not be retaliated against when reporting their good faith belief that these expectations have been compromised. A culture without sufficient support for those who voice their concerns is harmful to the individual and to the University community.

Acts or threats of Retaliation in response to good-faith reports of Wrongful Conduct violate this policy. A University Community Member who is found to have engaged in Retaliation against another University Community Member in violation of this Policy or other University policies or laws prohibiting Retaliation shall be subject to corrective actions, up to and including discharge or dismissal for employees, and sanctions

up to and including expulsion for students.

For more information on the Protection from Retaliation SPG visit U-M [SPG 601.90](#).

Confidential Resources

hr.umich.edu/working-u-m/workplace-improvement/reporting-resources-confidential-non-confidential) are available to provide individuals with assistance, support, and additional information and are prohibited from disclosing confidential information unless: (1) given permission by the person who disclosed the information; (2) there is an imminent threat of harm to self or others; (3) the conduct involves suspected abuse of a minor under the age of 18; or (4) as otherwise required or permitted by law or court order. Confidential Resources may be required to report non-identifying information to DPSS for crime reporting purposes.

Disclosures to a Confidential Resource are not considered a formal report to the University, but University Community Members who consult with a Confidential Resource will also be afforded the protections from Retaliation in this Policy and other SPGs as applicable.

Non-Confidential Resources

hr.umich.edu/working-u-m/workplace-improvement/reporting-resources-confidential-non-confidential) are available to provide individuals with assistance, support, and additional information, but are not designated as confidential and may have broader obligations to report information that is shared with them. Non-Confidential Resources will make reasonable efforts to respect and safeguard the privacy of the individuals involved. Privacy means that concerns will only be shared with University representatives responsible for assessment, investigation, or resolution of the report or otherwise properly responding to issues raised; to DPSS for crime statistics reporting; and to the extent required by law or court order.

Review the entire policy here: spg.umich.edu/policy/601.90

THE UNIVERSITY REVIEW OF REPORTS

When the university receives a report of sexual or gender-based misconduct, including sexual assault,

dating/domestic violence, or stalking, the university will review that report consistent with its applicable policies and procedures. The university's policies and procedures seek to provide a prompt, fair, and impartial resolution of the concern reported.

ECRT determines the appropriate response to a report of prohibited conduct. The determination is made based upon factors including the nature of the allegations and whether the alleged conduct would, if supported by the evidence, constitute a potential policy violation; whether the allegations involved alleged Title IX misconduct; whether the complainant files a formal complaint requesting an investigation, files a formal complaint requesting adaptable resolution, or declines to file a formal complaint; the availability of information or evidence suggesting that a policy violation may have occurred and the University's ability to proceed effectively to completion of a process; (2) the availability of information or evidence suggesting a pattern of alleged sexual harassment by a respondent in a position of authority; and (3) whether the University has a Title IX or other obligation to investigate or otherwise determine what happened and take corrective action as appropriate to eliminate, prevent, and address the effects of the Prohibited Conduct.

The individuals responsible for handling sexual or gender-based misconduct investigations, sanctioning, and appeals receive annual training on issues related to dating violence, domestic violence, sexual assault, and stalking, and on how to properly conduct the investigation and hearing in a way that promotes accountability as well as the safety of the individuals involved, and of the university community.

The university investigation processes for reviewing sexual or gender-based misconduct use a preponderance of the evidence standard. In addition, these processes permit the complainant, respondent, or witness to have an advisor of their choice to provide support and guidance throughout the process. The advisor may assist with all written submissions made by a complainant or a respondent and attend any meeting throughout the process. During any meeting, the advisor may be present to observe and provide support and counsel to the participant.

In a hearing, the advisor will conduct cross-exam-

ination on behalf of the party. If a party does not have an advisor of their choice present at a hearing, the university will without fee or charge to the party provide an advisor of the university's choice, for the limited purpose of conducting cross-examination on behalf of that party. A party may request to consult with their advisor at any point.

The university's processes also provide that the complainant and respondent will receive simultaneous written notification of the outcome of any disciplinary proceedings relating to the reported concern and the procedures to appeal the outcome, as applicable. The university also recognizes the importance of maintaining, to the greatest extent possible, the confidentiality of both the complainant and respondent's identities while it reviews the reported concern.

To that end, the university will share information internally only as legally permissible, and as needed to ensure proper handling of the concerns that have been raised, comply with legal obligations, or provide any requested supportive measures.

This Policy addresses stalking on the basis of sex or gender. The Title IX Coordinator will determine if the reported conduct meets these criteria.

The university does not tolerate retaliation in any form. Please see the [Protection from Retaliation](#) SPG for more information.

CONFIDENTIAL REPORTING

Persons who are victims of a crime and do not want to pursue action within the university system or the criminal justice system still may want to consider making a confidential report.

The UMPD Police Chief or designee can file a report on the details of the incident without revealing a victim's identity. The purpose of a confidential report is to comply with the victim's wish to keep the matter confidential while taking steps to ensure the future safety of the victim and others.

With such information, the university can keep accurate records of the number of incidents involving students, determine where there is a pattern of crime with regard to a particular location, method,

or assailant, and alert the campus community to potential danger.

PRESERVING EVIDENCE

Sexual Assault

All victims of sexual assault have a right, under [Michigan law](#), to have a forensic medical examination and evidence kit collected up to **120 hours (5 days)** after an assault in order to preserve any evidence. The forensic exam will be administered by a registered nurse who has advanced training in providing care and treatment to sexual assault victims.

Even if you are unsure if you want to file a police report, it can be helpful to have any available evidence collected in case you decide to file a report at a later date. The nurse can also provide emergency contraception, treatment for sexually transmitted infections (STIs), and other needed medical care and support.

Best Practices for Sexual Assault Kits

The Department of Justice, Office of Justice Programs developed The SAFER Working Group to address the SAFER (Sexual Assault Forensic Evidence Reporting) Act of 2013, which recommends, in part, the development of [best practices and protocols for the collection and processing of DNA evidence in sexual assault cases](#).

The group's research indicates that forensic DNA evidence deteriorates with time. Therefore, it is imperative that sexual assault evidence be collected as soon as possible. This evidence should be collected regardless of the victim's post-assault activities (e.g., showering, urinating, douching, swimming, sexual activity, eating, or drinking). Sexual assault samples should be collected from any victim seeking care as soon as possible and up to five (5) days post-assault. Medical care and counseling may be sought at any time. Regardless of how much time that has passed, it is important that a survivor of any form of sexual assault get professional assistance and support. You can obtain a forensic exam and evidence kit at any of these facilities:

Michigan Medicine

- 📍 Emergency Department, 1500 E. Medical Center Dr., Ann Arbor, MI 48109

📞 (734) 936-6666

🌐 uofmhealth.org/our-locations/emergency-room

Trinity Health - Ann Arbor Hospital Emergency Department

📍 5301 McAuley Dr., Ypsilanti, MI 48197

📞 (734) 572-3000

🌐 trinityhealthmichigan.org/location/trinity-health-emergency-ann-arbor-hospital

University Health Services (UHS)

📍 207 Fletcher St., Ann Arbor, MI 48109

📞 (734) 764-8320

✉ contactuhs@med.umich.edu

🌐 uhs.umich.edu/

If you seek evidence collection through any of these facilities, the police will be contacted; however, it is up to you whether to share any information with law enforcement. If you choose not to file a police report at the time the kit is completed, the medical facility where the evidence was collected will retain it for at least one year.

If assistance is desired, an advocate from SAPAC will be available to provide information and support for U-M students, staff, or faculty. They will also be available for anyone, whether or not a member of the U-M community, who requests one.

INTIMATE PARTNER VIOLENCE

Not all experiences of domestic or dating violence cause visible injuries. If visible injuries are present, it can be helpful to document them with photographs, if it is safe to do so. It is also important to seek medical attention if possible and safe to do so.

STALKING

If you have experienced stalking, it can be helpful to an investigation to retain any evidence of that behavior, including documentation of any unwanted communication (whether written, oral, or electronic), postings (such as on social media), gifts, etc.

REPORTING-STUDENT LIFE

[U-M Student Life](#) maintains contact with recognized fraternity and sorority organizations through the efforts of the [Office of Fraternity & Sorority Life](#). Criminal activity at recognized fraternity and sorority residences as well as other off-campus properties should be reported to the Ann Arbor Police Department. Fraternities and Sororities are not owned or controlled by the university or on university property.

CAMPUS CLIMATE CONCERNS

U-M is committed to the success of all our students, staff, and faculty. By working to create an environment that values and celebrates our diverse community and fosters respect for every individual, you can help ensure that all persons can perform up to their full potential.

We encourage you to use these resources to report concerns and to encourage others to report if they have been the target of or witness to a campus climate concern.

There are several ways you can report a campus climate concern. The staff members at these offices are trained to be sensitive to student, faculty, staff, and community concerns.

The Dean of Students Office supports students experiencing a variety of concerns, including but not limited to: academic, financial, basic needs, physical and mental health, campus climate concerns, off campus housing, concerns for well-being, and disruptive/disturbing behavior. Anyone is able and encouraged to request support for a student needing assistance from the Dean of Students Office, utilizing the form below.

Reporting a Campus Climate Concern

Anyone who feels they have been affected by a campus climate concern is encouraged to make a report to Campus Climate Support (CCS) utilizing the form below. CCS is not a disciplinary body, cannot impose discipline, and does not require participation in any aspect of CCS's work. CCS's purpose is to support students, faculty or staff by connecting them to resources after experiencing a campus climate concern.

The Office of Student Conflict Resolution is responsible for disciplinary proceedings. CCS may discuss with a student how to file a complaint with OSCR if it appears that a violation of University's Statement of Student Rights and Responsibilities has been alleged, but it is not the role of CCS to investigate or determine whether a reported concern involved a violation of university policy.

Campus Climate Support team at (734) 615-2427 or make a report or support request [online](#).

REPORTING AS A CAMPUS SECURITY AUTHORITY (CSA) OR AN INDIVIDUAL WITH REPORTING OBLIGATIONS (IRO)

Many U-M staff and some faculty are considered Campus Security Authorities (CSAs) and are required to report criminal incidents in compliance with the Clery Act. Faculty/Staff members of the university who have responsibility for student and campus activities are CSAs. The CSA Report button is a form to provide CSAs with a method of reporting Clery Act crimes to the DPSS.

Under the university's Policy on Sexual and Gender-Based Misconduct, some individuals (particularly faculty and staff in certain roles) are considered Individuals with Reporting Obligations (IROs) and are required to share information about suspected misconduct to the Title IX Coordinator in the Equity, Civil Rights, & Title IX Office.

Note: Some employees (including student employees) may be considered a Campus Security Authority and/or an Individual with Reporting Obligations.

Filing a report as a CSA and IRO can be completed [online](#).

EDUCATION & RESPONSE FOR DOMESTIC & DATING VIOLENCE, SEXUAL ASSAULT, & STALKING

U-M provides comprehensive prevention and awareness education to all incoming students, staff, and faculty on domestic violence, dating violence, sexu-

al assault, and stalking. These primary prevention programs include bystander education information, information on consent, applicable state and local laws and campus policies, and risk reduction strategies for individuals and communities.

Prior to arrival on campus, students complete [Community Matters: A Virtual Guide for Real Relationships](#), an online educational requirement for all incoming undergraduate students that addresses alcohol and sexual assault issues, dating violence, domestic violence, and stalking.

First-year undergraduate students also receive a peer-delivered, interactive primary sexual violence prevention workshop in the first semester on campus. This workshop is designed to promote healthy relationships and build students' skills in communicating about interests, needs, and desires in sexual or intimate relationships. Additionally, incoming first-year students receive a bystander education program in their first semester that reinforces bystander intervention skills introduced in their online educational course.

Incoming faculty, staff, and graduate, and professional students complete an online educational course that includes:

- Primary prevention information addressing sexual assault, dating violence, domestic violence, and stalking
- Bystander intervention education
- Sexual harassment information, including workplace harassment
- Definition of consent for U-M and relevant information on consent in the state of Michigan
 - State law pertaining to dating and domestic violence, sexual assault, and stalking
 - Information on risk reduction
 - Information on resources available on campus to address these issues
 - Information on campus expectations and values
 - Ongoing education and awareness programs

Throughout the year, [SAPAC's](#) professional staff provide culturally relevant professional training and educational programming to faculty, professional staff, and student staff on a variety of issues related to sexual assault, intimate partner violence, sexual

harassment, and stalking. Programming available includes bystander intervention training, sexual assault response training, [men's only programming](#), workshops for athletic teams, workshops for fraternity or sorority organizations, ally training, and many others.

Wolverine Wellness [offers programs](#), services, resources and primary prevention workshops to U-M students on healthy relationships. [Wellness Coaching](#) is available for one on one conversations.

[ECRT](#) provides ongoing training and education to U-M faculty, professional staff, and student staff on issues related to sexual misconduct and stalking, and staff reporting responsibilities.

UNIVERSITY RESPONSE, POLICIES, SANCTIONS, DISCIPLINE, & STATE LAWS

MISSING STUDENT PROCESS

If a student is ever in danger, call 9-1-1 for assistance.

During student move-in, on-campus residents are required to fill out their emergency information cards. These cards also give residents the ability to provide a confidential contact (a person to be called if they are believed to be missing). The information on the card also informs the residents that if they are under the age of 18 and are missing, police will contact their parent or legal guardian, unless they are deemed an emancipated minor. The information is maintained at the building level and available to professional housing staff and police, to aid in a missing persons investigation.

If anyone has concerns that a student resident is missing (see below for Missing Student Protocol), this concern should be reported to a University Housing professional staff member. DPSS, in collaboration with Residence Education and other housing partners, will conduct a preliminary investigation in order to verify the situation and will obtain information around circumstances that relate to the student in question. If preliminary investigations are unsuccessful in locating the student and/or show cause for concern, DPSS will make notification to the confidential contact designated by the student.

Missing Student Protocol

- If someone has concerns that a student resident is missing, this concern should be reported to a University Housing staff member.
- Housing Security, in collaboration with Residence Education and other Housing partners, will conduct a preliminary investigation in order to verify the situation and will obtain information around circumstances that relate to the student in question.
- If preliminary investigations are unsuccessful in locating the student and show cause for con-

cern, Housing Security immediately will engage the U-M Police Department for assistance and formal reporting.

- UMPD will make notification to the confidential contact designated by the student (provided by the student on their emergency information cards during student move-in) if the student is deemed missing through investigative efforts. That contact will be made within 24 hours of that determination.

Any student, employee, patient, or guest does not have to be missing for 24 hours or more to be considered missing. UMPD initiates their missing person response and immediately makes attempts to find a missing person. If a student, employee, patient, or guest lives off of U-M property, UMPD will investigate and work with any law enforcement jurisdiction to help locate anyone who would be reported missing.

If ever necessary, DPSS leadership will review all pertinent information and decide if an Emergency Alert or Crime Alert should be issued due to an ongoing threat to the community.

MEDICAL AMNESTY

[Medical Amnesty](#) helps ensure that minors at medical risk as a result of alcohol intoxication will receive prompt and appropriate medical attention. It removes perceived barriers to seeking help.

Michigan law prohibits a minor from purchasing, consuming, or possessing, or attempting to purchase, consume, or possess alcoholic liquor and from having any bodily alcohol content. Medical Amnesty exempts minors under the age of 21 from prosecution under the following circumstances:

- A minor who, after consuming alcohol, voluntarily presented himself or herself to a healthcare facility or agency for treatment or observation, including medical examination and treatment for any condition as a result of sexual assault (as

defined in Michigan law).

- Any minor who accompanied another minor who, after consuming alcohol, voluntarily presented himself or herself to a health facility or agency for treatment or observation, including medical examination and treatment for any condition as a result of sexual assault (as defined in Michigan law).
- Any minor who initiated contact with law enforcement or emergency medical services personnel for the purpose of obtaining medical assistance in connection with a legitimate health care concern.

CHILDREN ON CAMPUS AND MINORS AS RESEARCH PARTICIPANTS PROGRAMS

The university has specific policies addressing children as employees, patients, research subjects, research laboratory visitors, and volunteers. The [Children on Campus Policy](#) supports and complements existing policies and guidelines for children on university property or participating in a university-sponsored program or event. It also describes the resources and reporting expectations that are available to all departments and units to help protect children engaged in programs/events at U-M. Most of these resources can be accessed on the [Children on Campus website](#).

- All members of the university community must act immediately when criminal activity involving children is taking place, is alleged or suspected.
- For emergency assistance or to report a crime in progress, call 9-1-1- to connect with DPSS or local police.
- For a non-emergency situation, notify the DPSS or call the local police department. Follow instructions provided by police with respect to all communication, questioning, and notification of parents, program administrators, or others.
- Suspicions about possible wrongdoing can be reported anonymously through the university's compliance website or by calling the Compliance Hotline at 866-990-0111. The Hotline is available 24 hours a day and is staffed by multilingual interview specialists.

University-Sponsored Programs

University-Sponsored Programs (programs and activities under the direction and authority of the university and that are administered by faculty, staff, and sponsored student organizations on behalf of the university) must:

- Participate in [program registration](#)
- Follow the established [Code of Conduct](#)
- Submit all faculty, staff, students, and volunteers to [criminal background screening](#)
- Use university-provided templates for [participant forms](#)
- Agree to have faculty, staff, students, and volunteers complete [required training](#)
- Adhere to all [reporting obligations](#)

All employees on the Ann Arbor, Dearborn, and Flint campuses who are involved with **Children on Campus** and the **Minors as Research Participants** programs are considered **Campus Security Authorities (CSAs)**.

HAZING

The University of Michigan condemns hazing practices as requirements for membership, advancement, or continued good standing in organizations. Additional information on hazing can be found [here](#), and information on reporting hazing can be found [here](#).

Hazing practices are potentially hazardous to life and may often place their victims at risk of physical and emotional damage. The University community joins in condemning such practices and could not support the continued operation of any group which allows such practices. The University community urges appropriate sanctions to violators to the extent legally possible.

At the least, the word "hazing" includes the following willful acts, with or without the consent of the individual involved:

- Physical injury, assault or battery
- Kidnapping or imprisonment
- Intentionally placing at risk of severe mental or emotional harm (putting "over the edge")
- Degradation, humiliation, or compromising of moral or religious values
- Forced consumption of any liquid or solid

- Placing an individual in physical danger (at risk) which includes abandonment, impairment of physical liberties, or other interference with academic endeavors

HARASSING & BULLYING

Harassing - Conduct directed toward a person that includes repeated or continuing unconsented contact that would cause a reasonable individual to suffer substantial emotional distress and that actually causes the person to suffer substantial emotional distress. Harassing does not include constitutionally protected activity or conduct that serves a legitimate purpose.

Bullying - Any written, verbal, or physical act, or any electronic communication, directed toward a person that is intended to cause or that a reasonable person would know is likely to cause, and that actually causes, physical harm or substantial emotional distress and thereby adversely affects the ability of another person to participate in or benefit from the University's educational programs or activities. Bullying does not include constitutionally protected activity or conduct that serves a legitimate purpose.

For more information on Discrimination, Harassment, and Bullying see [U-M SPG 201.89-1](#)

U-M POLICY ON SEXUAL & GENDER-BASED MISCONDUCT

On April 30, 2024, the university adopted its current [Policy on Sexual and Gender-Based Misconduct](#) (Policy), related SPG and related procedures.

The Policy, SPG, and related procedures are intended to address how the university will respond to allegations of specific misconduct and violence as well as rights, options, and resources for those individuals impacted by sexual and gender-based misconduct matters, including those who wish to report incidents, those who may have experienced sexual and gender-based misconduct but do not wish to report the incident(s), and those who are reported to have engaged in sexual or gender-based misconduct. Some highlights of the new policy and procedures are below. Resource options can be found earlier in

this report on pages 23-34.

Sexual Assault, Sexual Exploitation, Sexual Harassment, Gender-Based Harassment, Sex and/or Gender-Based Stalking, Intimate Partner Violence, Sex and Gender-Based Discrimination, Retaliation, Violation of Supportive Measures, and Title IX Misconduct

The university prohibits Sexual and Gender-based Misconduct (sexual assault, sexual exploitation, sexual harassment, gender-based harassment, sex and/or gender-based stalking, intimate partner violence, sex and gender-based discrimination, retaliation, and violation of supportive measures) and Title IX Misconduct (i.e., quid pro quo sexual harassment; severe, pervasive and objectively offensive sexual harassment; sexual assault; and sex-based intimate partner violence and stalking; as defined by and within the scope of Title IX); referred to collectively as "Prohibited Conduct".

Prohibited conduct undermines the character and purpose of the university and the university will take appropriate prompt and effective action to eliminate prohibited conduct, prevent its recurrence, and remedy its effects. Prohibited conduct may also constitute crimes that violate federal and state law. The university adopts its [Policy on Sexual and Gender-Based Misconduct](#) and related procedures with a commitment to:

- Eliminating, preventing, and addressing the effects of prohibited conduct;
- Fostering an environment where all individuals are well-informed and supported in reporting prohibited conduct;
- Providing a fair and impartial process - including constitutionally required due process where applicable - for all parties; and
- Identifying the procedures by which violations of this policy will be evaluated.

University employees, students, or third parties who violate this policy may face, as appropriate, disciplinary action up to and including termination, expulsion, or other actions. The policy, and its related procedures, set forth how the university will proceed once it is made aware of possible prohibited conduct.

The policy is in keeping with our institutional values

and is intended to meet our legal obligations under Title VII of the Civil Rights Act of 1964 ("Title VII"); Title IX of the Education Amendments of 1972 ("Title IX") and regulations promulgated thereunder in 2020; the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act ("Clery Act"), as amended by the Violence Against Women Reauthorization Act of 2013 ("VAWA"), with respect to its application to Prohibited Conduct; and other applicable law and regulations.

Policy Scope & Applicability

The policy applies to students, employees, and to the extent noted below, third parties, including patients. The policy covers two general types of prohibited conduct: sexual and gender-based misconduct and Title IX misconduct. The policy covers acts of sexual and gender-based misconduct (as defined in the policy) committed by or against students, employees, and third parties when the prohibited conduct occurs:

- On campus or other property owned or controlled by the university;
- In the context of a university program or activity including, but not limited to, university-sponsored study abroad, research, fieldwork, practica, internship programs, online programs, employment, or patient care services rendered at the University of Michigan Academic Medical Center as defined in Regents' Bylaw 11.36; or
- Outside of a university program or activity, but potentially poses a serious threat of harm, has a continuing adverse effect on, or creates a hostile environment for students, employees, or third parties while on campus or other property owned or controlled by the university or in any university program or activity. In determining whether the university has jurisdiction over off-campus or online conduct that did not occur in a university program or activity, the university will consider the severity of the alleged conduct, the risk of ongoing harm, whether both parties are members of the university community, impact on university programs or activities, and whether off-campus conduct is part of a series of actions that occurred both on and off campus.

The policy also covers Title IX Misconduct (as defined in the policy) committed by or against students and/

or employees in a university program or activity, in the United States.

Supportive Measures

Supportive measures are individualized services, accommodations, and other assistance that the university offers and may put in place, without fee or charge. Supportive measures are designed to restore or preserve equal access to the university's programs and activities, protect the safety of all parties and the university's educational environment, and/or deter prohibited conduct, without being punitive or disciplinary in nature or unreasonably burdening the other party.

Supportive measures are available regardless of whether the matter is reported to the university for the purpose of initiating a proceeding under this policy and before, after, and regardless of whether a formal complaint is filed.

A complainant who requests supportive measures has the right to file a formal complaint, either at the time the supportive measure is requested or at a later date. Any complainant who requests supportive measures will be informed in writing of their right to simultaneously or subsequently file a formal complaint under this policy.

When ECRT or the Title IX Coordinator receives a report of possible prohibited conduct, ECRT will in all cases where the complainant is identified, contact the complainant to (1) discuss the availability of supportive measures; (2) ask about the Complainant's wishes with respect to supportive measures; (3) explain that supportive measures are available with or without the filing of a formal complaint; and (4) explain how to file a formal complaint.

When the report involves a university employee, the Title IX Coordinator will also explain the university's obligation to investigate or otherwise respond to the report. An individual may choose to request supportive measures from a confidential resource, regardless of whether any complaint is filed with ECRT or law enforcement.

If supportive measures are provided through a confidential resource, this action will not prompt any other institutional response, unless the exceptions

that permit or require the confidential resource to disclose information they learn are met.

Supportive measures may also be requested by and made available to complainants, respondents, witnesses, and other affected members of the university community.

To determine the appropriate supportive measure(s) to be implemented, the university conducts an individualized assessment based on the facts and circumstances of a situation. Supportive measures will not be disciplinary or punitive in nature and will not unreasonably burden, or unreasonably interfere with the university program or activity pursuits of the other party.

Whether a possible supportive measure would unreasonably burden the other party is a fact-specific determination that takes into account the nature of the programs, activities, opportunities, and benefits in which an individual is participating.

Examples of supportive measures include:

- Academic support services and accommodations, including the ability to reschedule classes, exams, and assignments; transfer course sections; modify an academic schedule (typically to separate the complainant and the respondent) or withdraw from courses;
- Work schedule or job assignment modifications (for university employment);
- Changes in work or housing location;
- An escort to ensure safe movement on campus;
- On-campus counseling services and/or assistance in connecting to community-based counseling services;
- Assistance in connecting to community-based medical services;
- Mutual restrictions on contact or communication between the parties, although one-way restrictions may be appropriate to help enforce a preliminary injunction, restraining order, or other order of protection issued by a court, or in other special circumstances;
- Temporarily limiting an individual's access to certain university facilities or activities;
- Information about and/or assistance with obtaining personal protection orders;
- Leaves of absence;

- Increased monitoring and security of certain areas of the campus;
- Reassignment of patient to another provider; or
- Any combination of these measures.

The university will maintain supportive measures provided to the complainant or respondent as confidential to the extent that maintaining such confidentiality would not impair the university's ability to provide the supportive measures.

Prohibited Conduct

Conduct under the [Policy on Sexual and Gender-Based Misconduct](#) is prohibited regardless of the sex, sexual orientation, and/or gender identity or expression of the complainant or respondent. Prohibited conduct under the policy includes sexual and gender-based misconduct (i.e., sexual assault; sexual exploitation; sexual harassment; gender-based harassment; sex and/or gender-based stalking; intimate partner violence; sex and gender-based discrimination; retaliation and violation of supportive measures) and Title IX Misconduct (i.e., quid pro quo sexual harassment; severe, pervasive and objectively offensive sexual harassment; sexual assault; and sex-based intimate partner violence and stalking; as defined by and within the scope of Title IX. Full definitions of these forms of Prohibited Conduct are contained in the [Policy on Sexual and Gender-Based Misconduct](#).

University Resolution

The specific procedures for assessing, reviewing, and resolving prohibited conduct depend upon the nature of the respondent's relationship to the university, and when a respondent is an employee or a third party, on the type of prohibited conduct at issue. Resolution processes will be conducted in a prompt, fair, thorough, and impartial manner, from the outset of an investigation or other resolution process, through the final result. A complaint or respondent may each have an advisor of their choice present in any meeting or hearing throughout any and all phases of the process.

Under the student procedures (where the respondent is a student) the university uses two processes to formally resolve reports of prohibited conduct under this policy:

- Investigative resolution, which involves an inves-

tigation, hearing, and, if applicable, an appeal and sanctions, and, if requested by the parties and approved by the Title IX Coordinator.

- Adaptable resolution, a voluntary, remedies-based, structured process between or among affected parties that balances support and accountability without formal disciplinary action.
- Other remedies, such as training and other educational measures, may also be implemented.

The university will strive to complete an investigative resolution under the student procedures, which begins with the determination that an investigation will be opened and continues through the completion of the investigation, hearing, outcome, and any appeals within 180 calendar days. The university will strive to complete the adaptable resolution process within 90 calendar days.

Under the employee procedures, the university uses two formal investigation processes, as well as other resolution options such as mediation as appropriate, referral, or pre-investigation review, to resolve reports of prohibited conduct under the policy.

The sexual and gender-based misconduct process, used when a formal complaint is filed that alleges sexual or gender-based misconduct (and not allegations of Title IX misconduct), involves an investigation with a finding on the issue of responsibility determined the ECRT, and which may be appealed by either party to an external reviewer, and, as applicable, sanctions determined by the appropriate university officials that may be reviewed through an employee grievance process. The university will strive to complete such matters within 180 days of the date it is determined that an investigation will be opened. The Title IX misconduct process, used when a formal complaint is filed that alleges Title IX misconduct (including when the formal complaint includes allegations of both Title IX misconduct and sexual or gender-based misconduct), involves an investigation, hearing with a finding on the issue of responsibility determined the hearing officer, and which may be appealed by either party to an external reviewer, and, as applicable, sanctions that are subject to review through an employee grievance process, and appeals of the finding. The university will strive to complete such matters within 180 days of the date it is determined that an investigation will be opened.

The above time frames may be extended for good cause. Best efforts will be made to complete the process in a timely manner by balancing principles of thoroughness, fairness, and promptness.

SANCTIONS, INTERVENTIONS, & DISCIPLINE

If the respondent is found to have violated the policy, the respondent will be sanctioned and appropriate remedies will be provided to the complainant. Under the student procedures, the OSCR Associate Director, or designee, is responsible for determining appropriate sanctions, and educational and restorative measures. The Deputy Coordinator for Civil Rights and Title IX Outcomes, or designee, will provide the written finding determination along with the notice of the sanction (when applicable) to the complainant and respondent simultaneously. The list of potential sanctions or interventions includes one or more of the following:

Student Sanctions

Educational Interventions

- **Class/Workshop/Training/ Program Attendance:** Enrollment in and verified completion of a class, workshop, training, online learning, program, and/or follow up meetings with staff members any of which could help the Student and/or the University community. Examples include, but are not limited to, the following: STARRSA Educational Intervention for Sexual Misconduct, Alcohol Education (Wellness Coaching for Alcohol and Other Drugs), Alcohol Assessment (ASAP), Individual Marijuana Education Program (IMEP), Conflict Coaching, Wellness Coaching, Anger Management Workbook, Counseling (recommended & voluntary only), scheduled Check In Meetings with staff member, and Healthy Relationship/ Consent/Wellness Education coaching; or
- **Educational Project:** Completion of a project specifically designed to help the Student understand why certain behavior was inappropriate and to prevent its recurrence.

Community Removal and/or Contact Restriction

- **University Housing Removal:** Removal from

University housing. Removals may be temporary or permanent depending on the circumstances;

- **Permanent or Fixed-Duration Removal from Specific Courses or Activities:** Suspension or transfer from courses or activities at the University for a specified period of time; or
- **Permanent No Contact:** Restriction from entering specific University areas and/or from all forms of contact with certain persons.

Student Status Change, Restriction, or Record Notation

- **Disciplinary Probation:** A designated period of time during which the Student is not in good standing with the University. The terms of disciplinary probation may involve restrictions of Student privileges and/or set specific behavioral expectations;
- **Suspension:** Separation from the University for a specified period of time or until certain conditions are met;
 - **Expulsion:** Termination of Student status for an indefinite period;
 - **Transcript Notation, Hold, and/or Notification to Other Institutions:** A notation of non-academic disciplinary action may be made on a transcript and/or the University may notify other institutions of non-academic disciplinary action. In addition, the University may place a hold on transcripts, meaning that the University may prevent a Student from registering for classes, receiving a copy of their transcript/diploma, or both;
 - **Withholding, Delaying, or Revoking the Conferral of the Degree:** The University may delay or withhold the conferral of the degree due to a finding of Prohibited Conduct. In extraordinary circumstances, the University may revoke the conferral of the degree; or
 - **Restriction from Employment at the University:** Termination of or prohibition on University employment.
- **Compensatory Requirement**
- **Restitution:** Reasonable compensation limited to the actual and verifiable replacement or repair value of property lost or damaged.

APPEALS OF FINDINGS OR SANCTIONS

Under the Student Procedures, either party may file a written appeal of a hearing outcome or may appeal the sanctions determined by the OSCR associate director. The appeal will be conducted in an impartial manner and equivalent rights will be provided to both parties throughout the process.

To appeal the finding or the sanctions, a party must submit a written request to ECRT within fourteen (14) calendar days of the date of the notice of outcome and/or sanctions.

DISCIPLINE OF FACULTY OR STAFF

The university requires that employees maintain a standard of performance and conduct that contributes to the continuing excellence and orderly and efficient operation of the university. The university, in its sole discretion, will determine whether an employee's performance, conduct, or behavior meets this standard.

If a respondent is found to have violated [the policy](#), the university will [implement corrective action](#). In keeping with the university's commitment to foster an environment that is safe, inclusive, and free from discrimination and harassment, the university has wide latitude in the imposition of corrective action and remedies tailored to the facts and circumstances of the prohibited conduct, the impact of the conduct on the complainant and university community, and accountability for the respondent. Corrective action or other interventions may also serve to remedy the discriminatory effects of the prohibited conduct on the complainant and others, including any systematic actions the university determines to be appropriate for the broader university community. Remedies will be designed to restore or preserve equal access to the university's program or activity. Other interventions may include, for example, targeted or broad-based educational programming or training.

The scope of possible corrective actions will be dependent upon employee disciplinary procedures applicable to the respondent, but may include one or more of the following:

- Required education and/or training

- Informal and/or formal counseling
- Progressive disciplinary action
- Permanent one-sided no-contact directive
- Transfer of position
- Ineligibility for merit increase, sabbatical leave, and/or other discretionary benefits
- Removal of administrative appointment
- Restriction on access to students, support services, and/or facilities
- Modification or loss of Medical Staff clinical privileges with appropriate process
- Demotion
- Suspension
- Termination of employment
- Referral of matters in which faculty members were found responsible for a policy violation or violations for separate consideration for sanctioning purposes under Regents' Bylaw 5.09
- Referral of matters in which staff members were found responsible for a policy violation or violations for separate consideration for sanctioning purposes at a Disciplinary Review Conference
- Restriction from future employment at the university
- Where the Respondent is also a student, any sanction available in the student procedures
- Restriction from any university program or activity.

Corrective action will be determined by the respondent's supervisor or other appropriate university administrator(s). Corrective action generally will be issued within 30 calendar days of the issuance of the final investigation report, except for matters involving Title IX Misconduct, in which case the corrective action will be made and shared with the hearing officer, who will include them in the written determination.

The university will provide simultaneous notice in writing to the complainant and the respondent regarding the corrective action(s), the rationale, therefore, and whether remedies designed to restore or preserve equal access to the university's program or activity will be provided by the university to the complainant.

Any corrective action or combination of corrective actions will be documented in the respondent's personnel file. Nothing in the procedures prevents the supervisor or other appropriate university administrator from imposing disciplinary action against

a respondent where the final investigative report or hearing outcome demonstrates that the respondent engaged in inappropriate conduct, regardless of whether the respondent has been found to have engaged in prohibited conduct under the policy.

ALCOHOL & OTHER DRUGS (AOD) POLICY FOR STUDENTS, FACULTY, & STAFF

Below are excerpts from the [revised policy](#) (November 2022).

Introduction

U-M-Ann Arbor is committed to providing a safe, healthy learning community for all its members. The university recognizes that the improper and excessive use of alcohol and other drugs may interfere with the university's mission by negatively affecting the health and safety of students, faculty, and staff. Problems such as vandalism, assault, harassment, sexual misconduct, and disruption of sleep and study space increase in relation to misuse. It is due to the harm caused by excessive and illegal use that the university has a vested interest in establishing policy to prohibit unlawful behavior and sanctions to address policy violations by members of the U-M community.

Under the [Drug-Free Workplace Act](#) and the [Drug-Free Schools and Communities Act](#), the university is required to have an alcohol and other drug policy and distribute this policy annually to all employees and students. This policy must outline the university's prevention, education, and intervention efforts, and consequences that may be applied by both the university and external authorities for policy violations. The law also requires that individuals be notified of possible health risks associated with the use and abuse of alcohol and other drugs, and sources of assistance for problems that may arise as a result of use.

U-M Alcohol & Other Drugs

[Michigan law](#) prohibits the dispensing, selling, or supplying of drugs or alcoholic beverages to a person under 21 years old. Employees, students, faculty, and campus visitors may not unlawfully manufacture,

consume, possess, sell, distribute, transfer or be under the influence of alcohol, illicit drugs, or controlled substances on university property, while driving a university vehicle or while otherwise engaged in university business. The only exception to this policy is that individuals of legal age may consume alcohol on university property in a manner consistent with university policy and State of Michigan law. University property, as defined in this policy, includes all buildings and land owned, leased, or used by the university, and motor vehicles operated by employees, including personal motor vehicles, when used in connection with work performed for or on behalf of the university. The university prohibits the storage of consumable alcohol on university property except (a) as specifically allowed in licensed locations or (b) in private residences if the storage of consumable alcohol is expressly permitted by the building use rules applicable for the location of the residence.

Any person taking prescription drugs or over-the-counter medication is personally responsible for ensuring that while taking such drugs or medications, he or she is not a safety risk to themselves and others while on university property, while driving a university or privately owned vehicle, or while otherwise engaged in university business. It is illegal to misuse prescription medication, i.e. continue to use medication when the prescription is no longer valid, use prescribed drugs contrary to the prescription, and give or sell prescribed drugs to another person. Misusing prescription drugs can result in conviction with jail time.

Any person caught misusing alcohol or other drugs are subject to all applicable Michigan Laws and/or any university disciplinary process as a student or employee.

The University of Michigan is a Smoke-Free Campus

Combustible tobacco use is prohibited on all campus-owned property, facilities, and in university-owned vehicles. Additionally, electronic cigarettes, e-cigarettes, Juul electronic nicotine delivery systems (also known as vaping) or any other lit smoking device (a) are expressly prohibited (i) on the premises of the U-M Health System, University of Michigan Dental School and the University Health Service and (ii) in

the seated locations of Michigan Stadium and (b) are prohibited in University Housing facilities as set forth in the Community Living at Michigan guidelines. Please refer to the [Tobacco-Free Campus](#) website for more information.

U-M Alcohol & Other Drug Prevention Strategies

U-M uses evidenced-based strategic interventions, collaboration, innovation, and the incorporation of the [Model of Well-being](#) to reduce harmful consequences of alcohol and other drug use by:

- Providing education and awareness activities.
- Offering substance-free social, extracurricular, and public service options.
- Creating a health-promoting normative environment.
- Restricting the marketing and promotion of alcohol and other drugs.
- Limiting availability of alcohol and other drugs.
- Developing and enforcing campus policies and laws to address high-risk and illegal alcohol and other drug use.
- Providing early intervention and referral for treatment.

[Parent-Family Communication Program](#)

The [Family Education Rights and Privacy Act \(FERPA\)](#) governs the release of and access to student education records. Section 952 of the 1998 Amendments to the Higher Education Act of 1965 clarified that institutions of higher education are allowed (but not required) to notify parents if a student under the age of 21 at the time of notification commits a disciplinary violation involving alcohol or a controlled substance.

Because of the health and safety risk inherent in alcohol and other drug misuse, U-M will notify parents/family of **first-year students under the age of 21:**

- If a student has committed an AOD violation accompanied by other serious behavior such as needing medical attention, significant property damage, or driving under the influence.
- If a student has had an AOD incident that resulted in a transport to the hospital or jail.
- If a student has had more than one AOD-related violation of the U-M Alcohol & Other Drug Policy.

Please refer to uhs.umich.edu/parent-communication for more information.

For more detailed information on all the U-M alcohol & other drug prevention strategies contact Wolverine Wellness at (734) 615-7694.

Marijuana possession and use remains illegal under federal law and is categorized as an illicit substance under the Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act Amendment of 1989. In addition, pursuant to U-M's Alcohol and Drug Policy (SPG 601.29), U-M employees, students, and visitors may not unlawfully manufacture, consume, possess, sell, distribute, transfer or be under the influence of alcohol, illicit drugs, or controlled substances on university property or at any site where university work is performed.

U-M receives federal funding for various uses, including research and student financial aid. As such, U-M must comply with federal law, including all current federal drug laws. Therefore, even though the State of Michigan has legalized limited amounts of marijuana for recreational use for some individuals, the possession, use, storage, and cultivation of marijuana remains prohibited for all faculty, staff, and students under U-M policy.

UNIVERSITY SANCTIONS

U-M Ann Arbor Campus

The use or abuse of alcohol and other drugs also increases the risks for behavioral and social problems such as negative effects on academic work performance; conflicts with co-workers, classmates, family, friends, and others; conduct problems resulting in disciplinary action, including loss of employment or dismissal from an academic program; and legal problems resulting in ticketing, fines, and imprisonment.

The laws of the State of Michigan and U-M's policies prohibit the consumption or possession for personal consumption of alcoholic beverages by persons under the age of 21 years. Further, Michigan laws and university policies prohibit the sale, service, or giving of alcoholic beverages to persons under the age of 21. U-Ms policies, local ordinances and laws, state laws,

and federal laws also prohibit the unlawful possession, use and/or distribution of illicit drugs and alcohol.

Violation of university policies will be subject to campus disciplinary review and action, as follows:

- **Students:** The university community has established expectations for nonacademic student conduct under the Statement of Student Rights and Responsibilities (The Statement). The Statement is administered by the [Office of Student Conflict Resolution \(OSCR\)](#). OSCR is charged with facilitating the resolution process used to determine responsibility. OSCR staff work with parties to determine appropriate educational and restorative measures and sanctions. These measures cover a wide range of educational assignments and obligations, including but not limited to suspension and expulsion from the institution. Housing Student Conduct and Conflict Resolution (HSCR) maintains responsibility for expectations listed under the Community Living At Michigan policy. HSCR staff coordinate appropriate accountability procedures for resolving alleged violations.
- **Student Organizations:** Policy violations by recognized student organizations of the Student Organization Code of Conduct, which includes the Alcohol and Other Drug Policy, will be handled through the Student Organization Advancement and Recognition (SOAR) process. This process is administered through the [Center for Campus Involvement](#). Specific violations of the Interfraternity Council (IFC), Multicultural Fraternity and Sorority (MFSC), National Pan-Hellenic Council (NPHC), or Panhellenic Association (Panhel) by-laws by an affiliated fraternity or sorority will be heard through the Greek Activities Review Panel (GARP)
- **Staff and Faculty:** Sanctions for violations by faculty and staff are governed by policies within individual departments and any applicable guidelines set by university regulations (Regents' Bylaw 5.09, [Standard Practice Guide 201.12](#)), appropriate collective bargaining agreements, and other applicable policies or procedures. Appropriate sanctions may include: verbal or written warnings, a mandated rehabilitation program, probation, suspension, and termination. In each case, there

are likely to be different circumstances that are relevant for understanding the situation and determining the appropriate sanction.

External Sanctions

Violations of laws and ordinances may result in misdemeanor or felony convictions accompanied by the imposition of legal sanctions, which include, but are not limited to, the following:

- Fines as determined under local, state, or federal laws;
- Imprisonment, including up to life imprisonment, for possession or trafficking in drugs such as heroin, cocaine, marijuana, and prescription drugs;
- Forfeiture of personal and real property;
- Denial of federal benefits such as grants, contracts, and student loans;
- Loss of driving privileges;
- Required attendance at substance abuse education or treatment programs.

A full description of federal sanctions for drug felonies can be found at: www.dea.gov/drug-information.

This section is not intended as legal advice; consult with an attorney regarding your specific legal issues. For more information, please contact Student Legal Services at (734) 763-9920 or visit studentlegalservices.umich.edu/ for more information.

STATEMENT OF STUDENT RIGHTS & RESPONSIBILITIES

The current version of the [Statement of Student Rights and Responsibilities](#) became effective July 1, 2022. It outlines 20 violations of university values. The complete Statement can be found at oscr.umich.edu/statement

Introduction

The University of Michigan-Ann Arbor (the university) is dedicated to supporting and maintaining a scholarly community. As its central purpose, this community promotes intellectual inquiry through vigorous discourse. Values which undergird this purpose include civility, dignity, diversity, education, equality, freedom, honesty, and safety. When students choose to accept

admission to the university, they accept the rights and responsibilities of membership in the university's academic and social community.

As members of the university community, students are expected to uphold its previously stated values by maintaining a high standard of conduct. Because the university establishes high standards for membership, its standards of conduct, while falling within the limits of the law, may exceed federal, state, or local requirements.

Within the university, entities (such as schools and colleges; campus, professional, and student organizations) have developed policies that outline standards of conduct governing their constituents and that sometimes provide procedures for sanctioning violations of those standards.

This Statement of Student Rights and Responsibilities (the Statement) does not replace those standards; nor does it constrain the procedures or sanctions provided by those policies. This Statement describes possible behaviors which are inconsistent with the values of the university community; it outlines procedures to respond to such behaviors; and it suggests possible sanctions/interventions which are intended to educate and to safeguard members of the university community.

Public Health Addendum & the Statement of Student Rights & Responsibilities

Beginning in 2020, our community rightly recognized that the expectations we have for each other must rise to meet the needs of the moment. Central Student Government (CSG) Executive Leadership partnered with student leaders from across campus to propose an Addendum to the Statement of Student Rights and Responsibilities. Although much has changed since 2020, the effects of public health crises are still being acutely felt in our community and across the nation and world. As we prepare for a successful start to the academic year, we recognize that change is a constant and therefore maintaining public health expectations remains important.

The [public health addendum to the Statement](#) applies to all students at the University of Michigan, and builds upon the existing Statement of Student Rights and Responsibilities for the duration of the 2023-2024

academic year. Each member of our student community is responsible to review both the Statement and this Addendum, which applies on campus, within Ann Arbor, and in online environments.

In summary, the public health addendum is intended to connect appropriate measures of community accountability to State, County, and Local orders, ordinances, and regulations as well as University policies and protocols as they become necessary given the changing public health needs within our community. To this end, the addendum sets forth the following additional student responsibility:

Members of the Student community are expected to comply with health and safety laws, orders, ordinances, regulations or health and safety guidance adopted by the University as it relates to public health crises, including COVID-19, where failure to do so may result in public health risk.

For the most up-to-date public health information please refer to the U-M Health Response website: healthresponse.umich.edu/

UNIVERSITY ORDINANCE

The Regents of the university maintain local rules and regulations in an [Ordinance](#) to Regulate Parking and Traffic, and to Regulate the Use and Protection of the Buildings and Property of the Regents of the University of Michigan. These regulations include, among other topics, alcohol use and possession, disorderly conduct, fire setting, and possession of weapons.

Weapons

Article X

Article X applies to all property owned, leased, or otherwise controlled by the Regents of the University of Michigan, for which the Regents of the University of Michigan have the constitutional or statutory authority to enact ordinances, and applies regardless of whether the individual has a concealed weapons permit or is otherwise.. authorized by law to possess, discharge, or use any device referenced below.

No person shall, while on any property owned, leased, or otherwise controlled by the Regents of the Univer-

sity. of Michigan, possess any firearm, dagger, dirk, stiletto, knife with a blade over 3 inches in length, pocket knife opened by a mechanical device, iron bar, or brass knuckles.

No person shall discharge or otherwise use any device listed in or on any property owned, leased, or otherwise controlled by the Regents of the University of Michigan.

No person shall use university property, including university-owned, leased, bailed, loaned, or otherwise possessed 3D printers, to manufacture, in whole or in part, any firearm or ammunition without the express written permission of the Executive Director of the DPSS.

A person who violates this article is guilty of a misdemeanor and upon conviction, punishable by and upon conviction, punishable by imprisonment not to exceed ninety days, and/or a fine of not more than five hundred dollars or both.

Fire & Life Safety

No person shall disable, discharge, or activate any portable or fixed fire extinguishing system or device or any life safety warning system, except as necessary during emergencies, authorized maintenance, drills, or prescribed testing.

No person shall silence or disable a life safety warning system except at the official direction of an employee of DPSS or applicable campus safety department, fire department in charge of the scene, the applicable University Fire Marshal, or their designee, or university maintenance personnel authorized to service fire alarm systems.

No person shall remove, tamper with, or otherwise disturb any fire hydrant, fire detection device or system, and/or any life safety alarm system, fire suppression system, or other fire appliance except for the purpose of extinguishing a fire, training purposes, recharging, making necessary repairs, or when otherwise approved.

Violation of this article is guilty of a misdemeanor, and upon conviction, shall be punishable by imprisonment of not to exceed ninety days and/or a fine of not more than five hundred dollars.

The Ordinance is enforced by DPSS. A person who violates the regulations is guilty of a misdemeanor or a civil infraction, depending on the violation.

The complete Ordinance may be found at: regents.umich.edu/governance/regents-ordinance/

STATE LAWS

The State of Michigan laws can be found in the Michigan Compiled Laws (MCL) and viewed at www.legislature.mi.gov

Sexual Assault – Criminal Sexual Conduct MCL - § 750.520

In Michigan, the law regarding sexual assault is called the Criminal Sexual Conduct Act. It is gender-neutral and includes marital, stranger, date, acquaintance, and child sexual assault. Criminal Sexual Conduct is forcing or coercing an individual to engage in any non-consensual sexual contact or sexual penetration.

Sexual contact includes the intentional touching of the victim's or actor's intimate parts or the intentional touching of the clothing covering the immediate area of the victim's or actor's intimate parts, if that intentional touching can reasonably be construed as being for the purpose of sexual arousal or gratification, done for a sexual purpose, or in a sexual manner for: revenge, to inflict humiliation, out of anger.

Sexual penetration means sexual intercourse, cunnilingus, fellatio, anal intercourse, or any other intrusion, however slight, of any part of a person's body or of any object into the genital or anal openings of another person's body, but emission of semen is not required.

Consent is not an element of criminal sexual conduct that prosecutors are required to disprove beyond a reasonable doubt. Rather, consent is an affirmative defense available for defendants who are charged with committing criminal sexual conduct under some of the provided-for circumstances.

There are four degrees of criminal sexual conduct. First and third degrees involve forced or coerced penetration.

- [First Degree](#) – MCL § 750.520b: felony punishable by imprisonment for life.

- [Second Degree](#) – MCL § 750.520c: felony punishable by imprisonment for not more than 15 years.
- [Third Degree](#) – MCL § 750.520d: felony punishable by imprisonment for not more than 15 years.
- [Fourth Degree](#) – MCL § 750.520e: misdemeanor punishable by imprisonment for not more than two years and/or \$500 fine.

Domestic Violence (includes Dating Violence) MCL § 750.81

Domestic Violence is an assault or assault and battery of a spouse or former spouse, an individual with whom they had a dating relationship, an individual with whom they had a child in common, or a resident or former resident of their household.

Dating relationship means frequent, intimate associations primarily characterized by the expectation of affectional involvement. This term does not include a casual relationship or an ordinary fraternization between two individuals in a business or social context. It is a misdemeanor punishable by jail for not more than 93 days and/or a \$500 fine.

Aggravated Domestic Violence is the same as above with serious or aggravated injury, and is a misdemeanor punishable by imprisonment for not more than one year and/or a \$1,000 fine.

Stalking – MCL § 750.411h is a misdemeanor punishable by up to one year in the county jail and a \$1,000.00 fine. This is defined as two or more separate incidents of non-consenting contact between stalker and victim. The acts must be done willfully, cause a reasonable person to suffer emotional distress, and to feel terrorized, frightened, intimidated, threatened, harassed, or molested.

Aggravated Stalking is a felony punishable by a sentence of up to five years in prison and/or a \$10,000.00 fine. Aggravated Stalking is defined as a violation of a Personal Protection Order, bail, probation condition, or a second offense.

SEX OFFENDER REGISTRY

UMPD, in accordance with state laws, maintains a list of registered convicted sex offenders who reside on campus.

A non-permanent resident of Michigan who is required to register shall report their status within ten days in person to the UMPD, if any of the following occur:

- The individual is or becomes an employee, contractual provider, employee of a contractual provider, or volunteer with U-M and their position will require that they be present on the campus for 14 or more consecutive days or 30 or more total days in a calendar year
- The status described above is discontinued
- The individual is or enrolls as a student with the university or the individual discontinues that enrollment
- If the individual is a permanent resident of Michigan, they shall report their status in person at the local law enforcement agency having jurisdiction where their new residence is located
- If the individual resides on campus (student residence halls and family housing units), then they must report their status to UMPD
- Persons residing on university property outside of the Ann Arbor campus will be directed to the local police agency that has overall jurisdiction

The public can access the [State of Michigan Public Sex Offender Registry](https://www.michigan.gov/msp/services/sex-offender-reg) by following this link www.michigan.gov/msp/services/sex-offender-reg and OTIS mdocweb.state.mi.us/otis2/otis2.aspx



FIRE SAFETY REPORT

FIRE STATISTICS - ALARMS & DRILLS

2023 Alarm Tests/Drills

Building by Location	Sprinkler System	2023 Fire Drills
Betsey Barbour, 420 South State St	Full	2
Cambridge House, 541 Thompson St	Full	2
East Quad, 701 East University Ave	Full	2
Fletcher Hall, 915 Sybil St	Full	1
Helen Newberry, 432 South State St	Full	2
Henderson House, 1330 Hill St	Full	1
John P. Cook Law Quad, 551 S. State St	Full	2
Martha Cook, 906 South University Ave	Full	2
Munger Graduate Residences, 540 Thompson St	Full	2
North Quad, 105 South State St	Full	2
South Quad, 600 E. Madison St	Full	2
West Quad, 541 Thompson St	Full	2
Alice Lloyd, 100 Observatory St	Full	2
Couzens Hall, 1300 E. Ann S	Full	2
Markley Hall, 1503 Washington Heights	Full	1
Mosher Jordan, 200 Observatory St	Full	2
Oxford Housing, 603-627 Oxford Rd	Full	1
Stockwell Hall, 324 Observatory St	Full	2
Baits Houses, 1420-1441 Hubbard	Partial	1
Bursley Hall, 1931 Duffield St	Full	2
Northwood Housing	None	0
Fifth Street Houses & Buildings (acquired 2023)*	None	0

All fire drills were completed while the residents halls were occupied

FIRE STATISTICS - RESIDENCE HALLS

Residence Halls, Fire Statistics: 2021, 2022, & 2023

Date/Time	Location	Nature/Cause	Injuries	Deaths	Damage Costs
9/26/2023 1:49 p.m.	Mosher-Jordan	Unintentional-cooking	0	0	\$0
8/13/2023 9:55 a.m.	South Quad	Unintentional-cooking	0	0	\$0
7/9/2023 6:25 p.m.	East Quad	Unintentional-overloaded dryer	0	0	\$900
4/14/2023 12 p.m.	Mosher-Jordan	Unintentional-unknown cause	0	0	\$10
12/13/2022 12:40 p.m.	Betsy Bourbour	Unintentional-stuffed animal in microwave	0	0	\$15
12/2/2022 11:12 p.m.	Markley	Intentional- paper on bulletin board started on fire	0	0	\$0
11/24/2022 8:50 p.m.	East Quad	Unintentional-cooking	0	0	\$0
11/11/2022 8:27 a.m.	South Quad	Unintentional-cooking	0	0	\$0
10/24/2022 7:43 a.m.	Baits II	Unintentional-electrical	0	0	\$5,000
10/12/2022 9:06 a.m.	North Quad	Unintentional-cooking	0	0	\$0
10/11/2022 10:15 p.m.	Couzens	Unintentional-cooking	0	0	\$0
7/23/2022 6:10 p.m.	Northwood Housing	Unintentional-electrical/cooking	0	0	\$1,000
7/12/2022 4:47 p.m.	Bursley	Unintentional-electrical	0	0	\$500

Date/Time	Location	Nature/Cause	Injuries	Deaths	Damage Costs
4/14/2022 11:55 p.m.	East Quad	Unintentional-heating pad in microwave	0	0	\$10
4/9/2022 11:30 p.m.	West Quad	Intentional-paper on bulletin board started on fire	0	0	\$0
3/7/2022 3:26 p.m.	West Quad	Unintentional-electrical	0	0	\$15
1/30/2022 7:00 a.m.	East Quad	Unintentional-chemical	0	0	\$0
1/17/2022 10:30 a.m.	Mosher Jordan	Unintentional-electrical	0	0	\$0
1/12/2022 8:53 p.m.	Northwood Housing	Unintentional-towel left on lamp & ignited	0	0	\$25
1/9/2022 12:30p.m.	East Quad	Unintentional-cooking	0	0	\$0
12/22/2021 11:56 p.m.	Markley Hall	Intentional-paper set on fire	0	0	\$0
11/12/2021 8:19 p.m.	Bursley	Unintentional-overloaded dryer	0	0	\$3,500
11/5/2021 12:20 p.m.	Northwood Housing	Unintentional-toy left found in oven	0	0	\$600
10/30/2021 6:11 p.m.	East Quad	Unintentional-cooking	0	0	\$5,000
10/6/2021 3:00 p.m.	Mosher-Jordan	Unintentional-cooking	0	0	\$65
4/16/2021 1:40 a.m.	Couzens	Unintentional-overloaded dryer	0	0	\$2,500
2/12/2021 7:07 p.m.	Northwood Housing	Unintentional-cooking	0	0	\$0

*In 2023 there were no fires reported in Betsey Barbour, Cambridge House, Fletcher Hall, Helen Newberry, Henderson House, John P. Cook Law Quad, Martha Cook, Munger Graduate Residences, North Quad, West Quad, Alice Lloyd, Couzens Hall, Markley, Mosher Jordan, Oxford Housing, Stockwell Hall, Baits Houses, Bursley Hall, Northwood Apartments, and the Fifth Street buildings, apartments, and houses.

FIRE SAFETY REPORT

The [Department of Environment, Health & Safety \(EHS\)](#) is the delegated authority having jurisdiction for fire safety on university-owned properties, and as such is responsible for the application and implementation of fire & life safety codes applicable to university facilities and operations.

All fires should be reported to DPSS by calling 9-1-1 or activating a fire alarm pull station. All building occupants must exit the building as quickly as possible when an alarm is sounding or fire or smoke is visible. Re-occupancy will be allowed once an all-clear is issued by fire, police, or security personnel.

RESIDENCE HALLS FIRE SAFETY TIPS

Every residence hall is protected by a code-compliant fire alarm system which includes hard-wired intelligent smoke detectors in each residential sleeping space. Additional horns, speakers, strobes and sounder-bases help notify occupants in other common areas. Each fire alarm system has 24-hour battery backup power. All fire alarm systems report, upon activation, to DPSS Dispatch Services.

Every residence hall is equipped with a fire-rated door assembly in each fire-rated enclosure, including stairwells, corridors, and individual residential rooms. Each residential corridor also is equipped with one or more fire extinguishers which are checked monthly.

Please be aware no open flames are allowed inside residence halls or apartments, except in stoves. In addition to the general fire safety tips, please also:

- Report all damaged, vandalized or missing fire safety equipment to Housing Security.
- Read your hall's fire safety information and understand your evacuation route. Instructions are posted on the inside of your room door.
- Never pull a fire alarm without an emergency. It is a violation of state law and can endanger the lives of emergency responders and others.
- Comply with residence hall fire safety policies

and guidelines to help reduce the likelihood of accidental fire. Never participate in any activity that can create a fire hazard.

- Do not cover smoke detectors or fire safety equipment. It is a University Housing policy violation.
- Do not tamper with or damage the sprinkler heads located throughout your residence hall. It is a University Housing policy violation.
- Do not remove or tamper with the sprinkler head, cage or any part of the system.
- Do not hang anything from the sprinkler head, cage or from any part of the system. This includes the pipes.
- Keep a clearance of 18" around sprinkler heads, including those located in closets.
- Keep sources of heat away from the sprinkler heads.
- Avoid hitting the sprinkler heads when moving items.
- Do not engage in sports or horseplay that could result in anything striking a sprinkler head anywhere in the residence hall. It may activate the system.

Fire Safety at our Northwood Apartments, South 5th Avenue Houses and Apartment Buildings

In addition to the general fire safety tips, please also:

- Never leave the apartment/house when food is cooking on the stove or in the oven.
- Do not disconnect or otherwise disable apartment fire alarms.
- Never use aluminum foil to line stoves, burners, cupboards or walls. Trapped grease can cause a fire. It is also a potential breeding ground for pests.
- Do not use charcoal or propane grills inside the apartment.
- Never leave charcoal grills with hot coals unattended.
- Never empty charcoal coals into the dumpster without first dousing the coals with water or making sure they are completely cooled.

- Do not store flammable or explosive substances in the apartment or storage area.
- Check the condition of the fire extinguishers by checking the pressure indicator gauge and plastic seal.
- Do not leave clothes dryers running when no one is in the apartment. Clean lint trap after each use.
- Make regular visual inspections of gas appliances. The flame on furnaces, stove pilots and stove burners should be blue. A mostly yellow flame indicates that fuel is not burning completely and could be a potential source of carbon monoxide.
- Do not use open-flame cooking appliances or an unvented space heater to heat your home, for example, gas ranges, ovens or a kerosene heater.
- Avoid wearing loose-sleeved clothing when cooking or working around an open flame.
- Do not block furnace air intakes. Allow a minimum of three feet clearance around these appliances. Gas furnaces need sufficient oxygen to burn properly.
- Keep personal property at least three feet away from the hot water tank and furnace (outside the yellow line in Northwood IV or V).
- Do not attach anything to or hang anything from plumbing, fixtures, air ducts or electrical lines.

Fire Evacuation

Fire can spread rapidly, leaving as little as a few minutes to escape safely after the alarm sounds. Know the escape route for the building you are in and your department's or family's meeting place. When a fire alarm sounds in a U-M facility, you must:

- Immediately exit the building
- Close the doors behind you while exiting (if safe to do so)
- Walk to the nearest exit (do not use elevators)
- Gather at the designated assembly area
- Notify DPSS or the Fire Department if you suspect someone is injured or trapped inside the building
- Only re-enter the building after DPSS, police, or the Fire Department gives the "all clear"

Each and every occupant of a building must evacuate the building when a fire alarm is activated.

Fire & Life Safety, Fire Setting & False Alarms

Under **Article XIII of the Regents' Ordinance**, "No persons shall make use of open flames, flame effects, incense, or any pyrotechnic device before a proximate audience without prior approval in writing by the applicable University Fire Marshal or their designee." In addition, it is a violation of state law to knowingly or willfully activate or relay a false fire alarm. This includes all U-M Resident Halls.

Violation of the state law shall be regarded as a misdemeanor and may result in imprisonment for not more than one year and a fine in the amount of \$500.00 or less. In addition, these actions are a violation of the [Statement of Student Rights and Responsibilities](#).

Information about fire safety systems and rules in the residence halls can be viewed on the Housing [website](#).

Fire Extinguishing Systems

For your safety and the safety of others at U-M, it is a good practice to know when to fight a fire, which fire extinguisher to use, and how to put out a fire. The first decision you must make when a fire occurs is to only fight a fire if:

- The fire is small and contained
- You are safe from toxic smoke
- You have a means of escape
- Your instincts tell you it is okay any time one of these criteria changes, sound the alarm and evacuate the area immediately

"Special Hazards" fire extinguishing systems are used in U-M buildings that include:

- Certain fire hazards that standard automatic sprinklers systems cannot effectively control or extinguish
- Equipment or operations that upon the application of water may cause excessive collateral damage or an interruption of critical operations

For some of these locations, a special hazards fire extinguishing system may be employed using one of the following fire suppression agents:

- A non-water, "clean agent" or an inert gas agent
- Carbon dioxide (CO₂)
- Dry chemical
- Foam

U-M departments that have a special hazard fire extinguishing system installed must ensure:

- The special hazard fire extinguishing system is

- in proper operating condition
- That affected building occupants have been provided pertinent health and safety information

For more information about the health and safety of the fire suppression agent used in special hazard fire extinguishing systems, call EHS Fire Safety at (734) 647-1142 or visit their [website](#).

VIOLATION PENALTY

A violation of this Article XIII Section 1(a) through 1(g) is guilty of a misdemeanor, and upon conviction, shall be punishable by imprisonment of not to exceed ninety days and/or a fine of not more than five hundred dollars or both. A violation of this Article XIII Section 1(h) through 1(j) shall constitute a civil infraction and shall be punishable by a fine of not more than one hundred dollars.

SAFETY, FIRE TRAINING, & EDUCATION PROGRAMS

Training at the University of Michigan (U-M) is a critical element for ensuring personnel safety. Environment, Health & Safety (EHS) offers online training presentations, instructor-led training, and customized training. Some training is required based upon the work you do here at the University, and the specific hazards you might encounter as a part of your job. You must register for and complete these courses. Other training is voluntary and can be accessed through the EHS [Multimedia Resources](#) Web page.

Any training requests can be made by contacting EHS. Additional information can be found at the EHS [website](#).

- For Safety/Environmental Concerns (734) 647-1143 | 7:00 am – 4:00 pm
- After hours emergency contact through DPSS (734) 763-1131 or call 9-1-1

HANDLING HAZARDOUS MATERIAL EMERGENCIES

The most important thing you can do to help in a hazardous material emergency is to be prepared.

As part of your routine operation, you should know the hazards associated with the materials that you work with and what immediate steps to take if you or a co-worker are exposed. You should also know the locations of fire extinguishers, first aid kits, emergency eye wash stations, and showers.

The most important thing to do in an emergency is call 9-1-1 as soon as possible, evacuate if necessary, and provide as much of the following information as you can:

- Exact location of the incident and its surroundings (e.g., storm drains)
- Name of the material spilled and the amount.
- Any known injuries
- Any noticeable release into the environment
- A safe location where you can meet with emergency crews

For small spills in your work area, perform cleanup if:

- You have received appropriate training for the materials involved.
- You have access to the necessary personal protective equipment.
- You have access to the necessary equipment to clean up the materials.

If you have been contaminated, remain at your location if it is safe to do so. Minimize your movement to avoid spreading contamination.

For additional information consult [U-M's Hazardous Materials Management group](#) in Environment, Health and Safety.

By being prepared and knowing what actions to take in an emergency, you can make your work area a safer place.



CAMPUS & LOCAL RESOURCES

CAMPUS & LOCAL RESOURCES

UNIVERSITY HEALTH & COUNSELING SERVICES (UHC)

Counseling & Psychological Services

📍 Michigan Union, 530 South State St., Suite 4079, Ann Arbor, MI 48109-1308

📞 (734) 764-8312

✉️ caps-uofm@umich.edu

🌐 caps.umich.edu

Counseling and Psychological Services (CAPS) provides free [confidential](#) psychological services for currently enrolled U-M undergraduate and graduate students. These services include support for students experiencing a crisis or urgent situation. [Consultation](#) with CAPS is available if help is needed in determining what service fits your needs.

Faculty & Staff Counseling and Consultation Office (FASCCO)

📍 2076 Administrative Services Building, 1009 Greene St., Ann Arbor, MI 48109

📞 (734) 936-8660

✉️ fascco@umich.edu

🌐 fascco.umich.edu

The Faculty and Staff Counseling and Consultation Office (FASCCO) provides support and assistance to university staff and faculty in resolving personal or work-related concerns. Through a range of sensitive and innovative services, FASCCO seeks to enhance the emotional health, well-being, and job performance of members of the university community. By providing confidential and professional counseling, coaching, training, and consultation services to staff, faculty, retirees, benefit-eligible adult dependents, and departments, FASCCO helps individuals develop and foster strengths and resiliency to enhance their personal and professional lives.

Dean of Students Office

📍 3100 Michigan Union, 530 S. State St., Ann Arbor, MI 48109-1308

📞 (734) 764-7420

✉️ deanofstudents@umich.edu

🌐 deanofstudents.umich.edu/

Dean of Students staff members are available to individually support students and help manage any disruptions to their Michigan experience. Staff members can also talk with parents/families, faculty, and staff about available resources and support and can work together to develop a plan for student assistance.

Staff members in the DOS Office can discuss particular needs in relation to the following issues (among others):

- Academic support financial concerns, including emergency funding
- Physical or mental health concerns
- Campus climate concerns
- Off-campus housing and roommate concerns or questions
- Concerns for personal wellbeing
- Quarantine or isolation needs
- Direct referrals to other campus and community health and wellbeing resources

Information & Technology Services

📍 Arbor Lakes Building 3, 4251 Plymouth Rd., Ann Arbor, MI 48105-3640

📞 (734) 764-HELP

🌐 its.umich.edu

The Information Technology User Advocate, a department of Information and Technology Services, investigates reports of violations of the responsible use of computing resources at the university and works within the university community to ensure that certain information technology policies are followed. Users should contact the User Advocate if

they suspect abuse of university computing resources including the following:

- Harassing messages
- Spam sent using a umich.edu email address
- Digital copyright infringement
- Misappropriation of computing resources for commercial use

International Center

📍 1500 Student Activities Building, 515 East Jefferson St., Ann Arbor, MI 48109

📞 (734) 764-9310

✉ icenter@umich.edu

🌐 internationalcenter.umich.edu

The U-M International Center provides a variety of services to assist international students, scholars, faculty, and staff at U-M, as well as U-M American students seeking opportunities to study, work, or travel abroad.

Michigan Medicine Office of Counseling & Workplace Resilience

📍 Med Sci I Bldg, C-wing, 1301 Catherine St., 5124 (5th Floor), Ann Arbor, MI 48109

📞 (734) 763-5409

✉ counseling@med.umich.edu

🌐 hr.umich.edu/benefits-wellness/health-well-being/mental-emotional-health/mental-health-counseling-consultation-services/michigan-medicine-office-counseling-workplace-resilience

The Michigan Medicine Office of Counseling & Workplace Resilience (OCWR) is a short-term counseling, consultation, and coaching service. Our services are confidential, at no cost, and available to all Michigan Medicine faculty, staff, and their immediate families. The OCWR staff is available to help faculty and staff navigate personal and workplace concerns. Support is provided for all faculty and staff whether they are struggling with the big issues of life, or are finding themselves overwhelmed by the demands of each day.

The Ombuds Office

📍 3100 Michigan Union, 530 S. State St., Ann Arbor, MI 48109-1349

📞 (734) 763-3545

✉ umstudentombuds@umich.edu

🌐 ombuds.umich.edu

The Office of the Ombuds at the University of Michigan is a place where all students are welcome to come and talk in confidence about any campus issue, concern, problem, or dispute. You may contact us anytime—as a first step, as a last resort, or anywhere along the way. We are here when you need us, so come and share your concerns. We will help you evaluate your situation and plan your next step—if you want to take one

Staff Ombuds Office

📍 1220 S. University Ave., Suite 211, Ann Arbor, MI 48104

📍 5126 Med Sci I, Ann Arbor, MI 48109

📞 (734) 936-0600

✉ staffombuds@umich.edu

🌐 staffombuds.umich.edu/

The Office of the Staff Ombuds promotes a civil and inclusive university community by providing independent, confidential, impartial and informal conflict resolution services to all non-bargained-for staff on the Ann Arbor, Dearborn and Flint campuses and at Michigan Medicine. We are dedicated to fostering a culture of healthy, safe and open dialogue and facilitating cooperative problem-solving resolution.

Faculty Ombuds Office

📍 4001 Palmer Commons, Ann Arbor, MI 48109-2218

📞 (734) 763-2707

✉ facultyombuds@umich.edu

🌐 facultyombuds.umich.edu/

The Office of the University Ombuds receives faculty complaints, concerns, and questions about alleged acts, omissions, improprieties, and broader problems, and works to ensure a fair, equitable, and expeditious resolution. The Ombuds may make an informal inquiry, request relevant documentation, review matters received, offer options for resolution, make referrals, and mediate disputes independently and impartially. In addition, the Ombuds serves as

a resource for information, communication, and referrals, and makes recommendations for constructive change when University policies or procedures generate conflicts or concerns. The Office adheres to professional standards of practice established by the International Ombudsman Association.

Sexual Assault Prevention & Awareness Center (SAPAC)

📍 4130 Michigan Union, 530 S. State St., Ann Arbor, MI 48109-1308

📞 Phones:

- (734) 764-7771
- 24 hour crisis line: (734) 936-3333

🌐 sapac.umich.edu

SAPAC is the designated office at the U-M to provide services around issues of sexual assault, interpersonal violence, stalking, and sexual harassment.

Spectrum Center

📍 530 S State St., Room 3020, Ann Arbor, MI 48109

📞 (734) 763-4186

✉ spectrumcenter@umich.edu

🌐 spectrumcenter.umich.edu

Spectrum Center is a campus resource center dedicated to serving and supporting members of the U-M LGBTQIA2+ communities. Through education, advocacy, and community building, the center works to enhance campus climate, increase students' sense of belonging, and help students thrive.

Student Legal Services

📍 715 North University Ave., Suite 202, Ann Arbor, MI 48109

📞 (734) 763-9920

✉ studentlegalservicesinfo@umich.edu

🌐 studentlegalservices.umich.edu

Student Legal Services (SLS) is a full-service law office. Services are only available to currently enrolled students at the U-M's Ann Arbor campus. Staff have a wide range of experience and knowledge of the law and are familiar with local courts. Discussions with SLS attorneys and their staff are protected by attorney/client privilege. We will not discuss your case

with your parents, friends, spouses, or U-M without your written consent.

University Health & Counseling Services (UHS)

📍 UHS, 207 Fletcher St., Ann Arbor, MI 48109-1050

📞 Information: (734) 764-8320

✉ contactuhs@med.umich.edu

🌐 uhs.umich.edu

UHS is a health care clinic and wellness resource located on the central campus. Appointments are required for most medical services. UHS can handle minor emergencies but is not equipped to handle major medical emergencies. Call for nurse advice, day or night, which may prevent a trip to UHS or the ER.

SafeHouse Center

📍 4100 Clark Rd., Ann Arbor, MI 48105

📞 Phones:

- Business Office: (734) 973-0242
- 24-hour helpline: (734) 995-5444

✉ info@safehousecenter.org

🌐 safehousecenter.org

SafeHouse Center is a private, non-profit organization working to end domestic violence and sexual assault in Washtenaw County. This program offers emergency shelter (open 24 hours), legal advocacy, crisis intervention, advocacy, residential and nonresidential counseling, drop-in support groups, children's programs, and follow-up services. Services are free to those who live or work in Washtenaw County.

SOS Community Services

📍 Resource Center, 114 N. River St., Ypsilanti, MI 48198

📞 (734) 485-8730

✉ info@soscs.org

🌐 www.soscs.org

SOS Community Services is a non-profit organization dedicated to preventing and ending family homelessness in Washtenaw County. SOS helps families find housing, employment, provide support to children, and connects them with basic needs.

Police Department Oversight Committee

- 📍 3003 S. State St., Suite #2005, Ann Arbor, MI 48109-1281
- 📞 (734) 647-7292
- ✉ pdoversight@umich.edu
- 🌐 hr.umich.edu/umpd

The U-M Police Department Oversight Committee is comprised of six members who are nominated and elected by their peers for two-year terms. The committee considers grievances by persons against police officers or the police department. The committee may prepare and make recommendations concerning such grievances to the executive director of DPSS including recommendations for disciplinary measures against a police officer who was found responsible for misconduct in office.

Office of Multi-Ethnic Student Affairs

- 📍 530 S State St., Room 3000, Ann Arbor, MI 48109
- 📞 (734) 763-9044
- ✉ mesa.uofm@umich.edu
- 🌐 mesa.umich.edu

MESA is prepared for social listening and new ways to bring students into the community. They are available for consultation for various student social, cultural, and educational programming, to foster diversity and inclusion, particularly through the lens of race and ethnicity.

William Monroe Trotter Multicultural Center

- 📍 428 S. State St., Ann Arbor, MI 48109
- 📞 (734) 763-3670
- ✉ TrotterMC.Info@umich.edu
- 🌐 trotter.umich.edu

The Trotter Multicultural Center serves as a campus facilitator, convener, and coordinator of intercultural engagement and inclusive leadership education initiatives for U-M students. The center serves as an open and inclusive facility that fosters intercultural engagement and strengthens connections between and among communities.

Equity, Civil Rights, & Title IX (ECRT)

- 📍 2072 Administrative Services, 1009 Greene St., Ann Arbor, MI 48109-1432
- 📞 (734) 763-0235
- ✉ ecrtooffice@umich.edu
- 🌐 hr.umich.edu/oie

ECRT provides a mechanism for responding to complaints of harassment and discrimination as well as oversight of and support for the university's compliance efforts in the areas of equal opportunity, affirmative action, harassment and discrimination prevention, and compliance with all applicable state and federal civil rights laws. They oversee, facilitate, and support the university's efforts to ensure equal opportunity for all persons. ECRT staff provides guidance, support, and delivery of programming services and educational initiatives to university faculty, staff, and students to support diversity, inclusiveness, equal access, equitable treatment, cultural understanding, and the prevention of prohibited discrimination and harassment.

Office of Student Conflict Resolution (OSCR)

- 📍 100 Student Activities Building, Ann Arbor, MI 48109-1316
- 📞 (734) 936-6308
- ✉ oscr@umich.edu
- 🌐 oscr.umich.edu

OSCR provides a variety of programs and services designed to support a safe, just, and peaceful community. They help U-M students learn how to manage and resolve conflict peacefully. OSCR offers a full spectrum of conflict resolution pathways. OSCR staff members are available to consult with faculty, staff, and students regarding conflict resolution programs and services.

Insurance & Claims Administration

- 📍 3050 Wolverine Tower, 3003 S. State St., Ann Arbor, MI 48109-1289
- 📞 Phones:
 - Office: (734) 764-2200
 - Anonymous Tip Line: 1-800-863-1355 (to report fraud, personal injury, theft, and arson)
- 🌐 <https://finance.umich.edu/treasury/ica>

Insurance & Claims Administration - assists the university's operating units, faculty, and staff with managing risk created by programs and activities. RMS provides resources, counseling, training, and insurance designed to protect against or mitigate losses to the people, facilities, and other assets of the campus community.

Work Connections

📍 G300 Wolverine Tower, 3003 S. State St., Ann Arbor, MI 48109-1289

📞 Phones:

- (734) 615-0643
- Toll-Free: (877) 869-5266

✉️ Work.Connections@umich.edu

🌐 workconnections.umich.edu

Work Connections is an integrated disability management program to help employees and supervisors when an employee is impacted by an injury or illness that prevents working. All work-related injuries and illnesses should be reported to Work Connections within 24 hours.

VISA & IMMIGRATION ASSISTANCE

International Center

📍 1500 Student Activities Building, 515 E. Jefferson St., Ann Arbor, MI 48109-1316

📞 (734) 764-9310

✉️ icenter@umich.edu

🌐 internationalcenter.umich.edu

Students, faculty, and staff sometimes have questions about how various actions (e.g., a reduction in course load, change in work circumstances) may impact their visa or immigration status. People who have been victims of certain crimes may qualify for immigration relief or be eligible to file an immigration visa petition under the VAWA provisions of the Immigration and Nationality Act. Private and confidential information about visa and immigration status is available from the International Center (IC) for both the primary visa holder as well as any individuals in a dependent immigration status. You should feel free to involve an advocate when contacting the IC. You may be referred to external immigration counsel for

certain questions.

STUDENT FINANCIAL AID

Office of Financial Aid

📍 2500 Student Activities Building, 515 E. Jefferson St., Ann Arbor, MI 48109

📞 (734) 763-6600

✉️ financial.aid@umich.edu

🌐 finaid.umich.edu

Information about financial aid matters is available from the Office of Financial Aid, or from the individual university unit that administers the particular scholarship or other form of financial assistance. Since there can be extenuating circumstances in these matters, students are encouraged to involve an advocate, such as SAPAC (734) 764-7771 when contacting one of these offices, to ensure that the office has all of the information necessary to provide an accurate response.



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Ann Arbor Campus

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